



GOVERNMENT OF KERALA
Abstract

Revision of Pay and Allowances of University employees of the State - Recommendations of the 9th Pay Revision Commission – Implementation of orders issued.

FINANCE (PRC C) DEPARTMENT

G.O/(P) No. 86/2011/Fin

Dated, Thiruvananthapuram, 26th February, 2011

Read:- 1. G.O.(Ms) No. 81/2010/Fin dated 20-02-2010

2. G.O.(P) No. 85/2011/Fin dated 26-02-2011

ORDER

Government vide G.O. read (1) above entrusted the 9th Pay Revision Commission to suggest modifications, if found necessary, for the pay and allowances including posts of University employees except those posts covered by UGC/AICTE/ Central Schemes.

2. The Commission submitted its report to Government on 31-12-2010. Government having examined these recommendations in detail have accepted the same with certain modifications and accordingly issue orders as follows.
3. The existing scales of pay of University employees mentioned above will be revised as shown in the Annex – I to this Government Order. The revised scales will come into force from 01-07-2009. The revised scales of pay of various posts in different Universities are as shown in Annex - IV
4. The rules for fixation of pay in the revised scales with illustrations are given in Annex - II

Ratio/ Percentage based grade promotion.

5. The existing and the revised schemes of ratio/ percentage based grade promotions for various categories are indicated at the appropriate places under each University and Common category in Annex - IV. The existing ratio/ percentage based promotion will continue unless otherwise it is modified. The revised scheme of ratio/ percentage based promotions will come into effect from 01-02-2011.

Time bound grade promotion scheme

6. The existing time span of 8, 16 and 23 years for allowing grade promotions will be correspondingly modified as 8, 15 and 22 years of service. A fourth higher grade will be granted on completion of 27 years of total service in the entry post(s) and regular promotion post/ time bound higher grade(s) taken together in the case of employees coming under the scales of pay ranging from Rs. 8500-13210/- to Rs. 9940-16580/- on entry post.

Revised rules for allowing time bound higher grades are incorporated in Annex - III. The date of effect of the same will be 01-02-2011.

Part Time Contingent Employees

7. The Part time contingent employees will be allowed scale of pay as follows:

Category I- 5520-120-6000-140-6700-160-7500-180-8400

Category II- 4850-110-5400-120-6000-140-6700-160-7500

Category III- 4250-100-4850-110-5400-120-6000-140-6700.

The existing Part-Time Contingent Employees will come over to the newly introduced scales of pay and their pay will be fixed at the minimum of the scales eligible for each category. In the case of those who have completed 8/ 16/ 23 years of service and have been drawing the basic remuneration and in addition, at an increase of Rs.150/-, Rs.150/-, Rs.100/- respectively. In the case of those employees such quantum of increase will be added to the minimum so arrived at and pay will be fixed at the next stage in the new scale. If it is a stage in the new scale, the next stage will be allowed, subject to a minimum benefit of Rs. 300/-. Part time contingent employees are eligible for one additional increment each on completion of qualifying service of 8, 15, 22 and 27 years. The existing rate of CCA to those who are working in designated cities is enhanced to Rs 50 per month.

Stagnation Increment

8. The scheme of allowing stagnation increments will continue. The maximum number of such increments will be five - the first four increments being annual and the fifth biennial, subject the condition that the maximum basic pay after such increment shall not exceed Rs. 59840.

Dearness Allowance

9. The Commission has merged entire Dearness Allowance of 64% as on 01/07/2009 with basic pay for arriving at the revised rates of Pay. Therefore no Dearness Allowance is admissible as on 01-07-2009.

The Commission has recommended the following rates of Dearness Allowance to make the same at par with that applicable to the Central Government employees.

<u>Date</u>	<u>Rate of DA</u>	<u>Total</u>
01/01/2010	8%	8%
01/07/2010	10%	18%

Government having accepted this recommendation, order that the rates of DA admissible from 01-01-2010 and 01-07-2010 will be as shown above:

House Rent Allowance

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

Pay Range	B2 Class City	C Class city/ Town	Cities not in B2 & C Class	Other places
8500-8729	350	270	270	250
8730-12549	560	390	390	
12550-24039	840	550	480	
24040-29179	1050	700	530	
29180-33679	1400	950	530	
33680 & above	1680	1110	530	

Note:- (1) B2 class city for the purpose of HRA means the cities of Thiruvananthapuram Kollam, Kochi, Thrissur and Kozhikode.

(a) Government institutions situated within a radius of 3 kilometres from Civil Station Kakkannad will be considered as B2 Class city for the purpose of granting House Rent Allowance and City Compensatory Allowance.

(2) "C class city/ town" includes the cities / towns of Alapuzha, Changanassery, Kanhangad, Kannur, Kasaragod, Kayamkulam, Kunnankulam, Kottayam,

Malappuram, Manjeri, Nedumangad, Neyyattinkara, Palakkad, Payyannur, Ponnani, Quilandi, Thalasseri, Thaliparamba, Thiruvalla, Tirur and Vadakara.

(3) "Cities not in B2 & C Class" include all other Municipal areas and townships as well as District and Taluk headquarters not coming under B2 & C class city/ town.

Rent Recovery

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

Sl. No	Range	Rate
1	Those who are in the Scale of Pay between Rs.8500-13210 and Rs.20740-36140	Nil
2	Those who are in the Scale of Pay of and above Rs.21240-37040	2% 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 in the pre-revised scales of pay beyond 01-07-2009, 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 (eg:-AIS officers those on UGC/ AICTE scale etc.) existing orders and rates will continue.*

City Compensatory Allowance

12. The revised rates of CCA allowed for employees working in the offices located in B2 class cities will be as follows.

Sl. No	Pay Range	Rate per Month
1	Below Rs.9440	Rs.200/-
2	Rs.9440 and above but below Rs.13540	Rs.250/-
3	Rs.13540 and above but below Rs.16980	Rs.300/-
4	Rs.16980 and above	Rs.350/-

Medical Benefits

13. The existing scheme of Medical Reimbursement will continue.

Cost of Spectacles

14. The Spectacle allowance being reimbursement of cost of spectacles purchased is enhanced to Rs. 1000/-, which can be claimed once in 10 years of service.

Allowances

15. In the case of various allowances which are prevailing in Universities the rates applicable to State Government employees vide G.O (P) 85/2011 fin dated 26th February, 2011 referred as 2nd above will be applicable to University employees also in eligible cases.

Employees who remain in the pre-revised scale of pay.

16. In the case of employees who remain in the pre revised scales of pay beyond 01/02/2011, 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 @64%.

Surrender of Earned Leave:

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

Paternity Leave:

18. Paternity leave for 10 days each for two children will be sanctioned to serving male employees whose wife delivers.

Special Casual Leave for the employed parents of physically/mentally challenged children:

19. Special casual leave for 15 days in a year will be sanctioned to those employees having physically/mentally challenged children.

Special Leave for undergoing Chemotherapy Radiation / Kidney Transplantation etc.

20. Special Casual Leave for a maximum of 45 days will be sanctioned to those employees who undergo Chemotherapy or Radiation and Kidney Transplantation. Rules regarding the sanction of this leave will be same as that of Government.

Traveling Allowance

21. (1) For the purpose of travelling allowance, officer shall be classified into the following four grades Viz;

Grade I	All officers who draw an actual basic pay of Rs. 25280/- and above and Heads of Departments, Private Secretary to Ministers and All India Service Officers irrespective of the Pay drawn by them.
Grade II (a)	Officers with actual basic pay of Rs. 21240/- and above, but below Rs. 25280/-

Grade II (b)	Officers with actual basic pay of Rs.13900/- and above, but below Rs.21240/-. Non Gazatted Officers, other Last Grade Servants when they accompany the Governor and Ministers will be treated as Gr. II (b).
Grade III	Officers with actual basic pay of Rs.8960/- and above, but below Rs.13900/- ; and
Grade IV	Officers with actual basic pay below Rs. 8960/-.

Note:- For this purpose, Pay includes Personal Pay and Special Pay in lieu of higher time scale of pay.

Class of travel

(2) Eligible class of travel by train by each grade shall be as follows:

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

Air journey:-

(3) Officers in the revised scale of pay Rs.29180-40640 and above are eligible for air journey.

(4) **Mileage Allowance:-**

The mileage allowance will stand enhanced to Rs.1.50 per km for all categories of officers.

(5) **Incidental Expenses (Road/Rail/Air)**

The revised rates of incidental expenses are as follows.

Grade	Rate (Rs.) per k.m.	Air Journey(Rate per journey) (Rs.)
Grade I:	0.50	Limited to 1 Daily Allowance
Grade II: (a)	0.40	
Grade II: (b)	0.35	
Grade III:	0.30	
Grade IV:	0.30	

(6) Daily Allowance-

The revised rates of Daily Allowances are as follows:

Grades		
	Inside State (Rs.)	Outside (Rs.)
Grade I:	250	350
Grade II: (a)	200	250
Grade II: (b)	200	225
Grade III:	150	175
Grade IV:	150	175

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

The classification of University employees for the purpose of carrying personal effects on transfer will be as follows

Sl.No.	Category of Officers	weight (Kg)
1	Officers whose actual basic pay is Rs.25280/- and above	3000
2	Officers whose actual basic pay is Rs.13900/- and above but below Rs.25280/-	2000
3	All other Officers	1000

(8) Loading and Unloading charges for Journeys on Transfer-

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

Grades	Rate
Grade I:	Rs.600/- at each end
Grade II(a):	Rs.300/- at each end
Grade II(b):	Rs.300/- at each end
Grade III:	Rs.250/- at each end
Grade IV:	Rs.250/- at each end

(9) Reimbursement of Room Rent-

The revised rates for reimbursement (against production of voucher) shall be as follows.

Grades	New Delhi, Mumbai, Kolkotha, Chennai Rs.	Other Cities/ Towns outside State Rs.
Grade I:	1500	1000
Grade II: (a)	1500	1000
Grade II: (b)	1200	750
Grade III:	1200	750
Grade IV:	800	700

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

(11) Auto rickshaw/Taxi fare for journeys on tour: - Actual fare at the rate fixed by Government from time to time for a maximum of two journeys daily (plus one journey per tour from residence to airport/ railway station/ bus stand and one journey per tour from airport/ railway station / bus stand to residence) limiting the distance of single journey to 8 kms will be allowed subject to a maximum of Rs. 150/- per day.

Leave Travel Concession

22. Orders in this regard will be issued separately.

Education Allowance to the parents of physically/ mentally challenged children

23. The rate of Educational Allowance to the parents of physically / mentally challenged children will be enhanced from the existing Rs. 150/- to Rs. 450/- per month. This will be allowed to employees whose child/ children are physically or mentally challenged, studying in general schools also. All other existing conditions will remain the same.

Special Allowance to Physically Challenged

24. The existing rate of special allowance to physically challenged employees is enhanced from the existing Rs. 300/- per month to Rs. 600/- per month. The conditions for sanction of the allowance will continue to be the same.

Applicability

25. The revised scales of pay and other benefits, sanctioned in this order will be applicable to all University employees to whom State scales of pay apply Those University employees who are not on the State scales of pay will get other benefits and allowances at revised rates, if they were entitled to such benefits and allowances before implementation of this order.

The following modification introduced to Rule 28 (A) and 37(A) KSR Part I in the 8th Pay Revision will be continued.

- (i) 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 may continue. Thus, the pay in the higher time scale will be fixed in terms of Rule 28 A Part I KSRs 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. No subsequent refixation of pay, based on the change of pay in the scale of the lower posts, 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.
- (ii) 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 KSRs. The next increment in the same or higher scale will fall due on the date of increment in the time bound grade post.
- (iii) In all cases of regular promotions, including ratio based promotions, to posts carrying higher time scale of pay, the minimum of which does not exceed Rs.36140/- (whether it involves change of duties and responsibilities or not) pay in the promoted scale will be fixed as per the provisions of Rule 28 A Part I KSRs without refixation of pay in the higher scale consequent on change of pay in the lower scale. Next increment in the higher time scale will fall due only on completion of 12 months from the date of fixation of pay, in the higher time scale of pay under Rule 28 A. Promotees will be given opportunity to elect the date on which their pay is to be fixed in the higher time scale of pay under Rule 28 A. Two options as indicated below will be available to the promotees for fixation of pay under Rule 28 A.
 - Option (a) Pay will be fixed in the higher time scale of pay, on the date of promotion, under Rule 28 A. Next increment in the higher time scale will fall due only on completion of one year from the date of such fixation of pay.

OR

Option (b) Pay on the date of promotion will be initially fixed at the stage of the higher time scale of pay of the promoted post next above the pay in the lower time scale of pay. Thereafter fixation of pay under Rule 28 A will be allowed, based on the pay in the lower post on the date opted by the promotee, ie. on the date of increment in the lower post. Next increment will fall due only on completion of one year from the date of fixation of pay under Rule 28 A. If the fixation of pay under Rule 28 A on the date of option does not make any change in the pay in the higher time scale, the pay of the promotee will remain at the same stage till completion of one year from the date of initial fixation (date of promotion) of pay in the higher time scale. Next increment in such cases will be allowed on completion of one year from the date of initial fixation of pay in the higher time Scale of pay. The option to be exercised will be in the following forms.

Option for fixation of pay under Rule 28 A Part I KSR*

(a) Consequent upon my promotions as..... with effect from FN/AN, I hereby opt the fixation of pay under Rule 28 A, in the higher scale of pay of the promoted post, with effect from the date of promotion, without any review consequent on accrual of increment in the lower post.

* Consequent upon my promotion as with effect from FN/AN, I hereby opt the initial fixation of my pay at the stage in the time scale of pay of the promoted post next above my pay in the scale of pay of the lower post on the date of promotion, and thereafter under Rule 28 A in the higher scale of pay of the promoted post based on the pay in the lower post with effect from..... ie from the date of accrual of next increment in the scale of pay of the lower post.

Place:

Signature:

Date:

Name:

Designation:

*Strike off whichever is not applicable.

(iv) In all cases of regular promotions including ratio based promotions to posts carrying higher time scale of pay, the minimum of which exceeds Rs.36140/- [i.e. under Rule 37 (a)] the pay, of the promotee, on the higher time scale will be initially fixed at the stage next above his pay in the lower time scale of pay. In such cases if this pay in the lower scale becomes equal to this pay in the higher scale consequent on accrual of increment in the lower scale, his pay in the higher scale will be fixed at the next higher stage in the higher scale of pay with effect from that date. **The next increment in the promoted post will be allowed only after completion of one year service from this date.**

(v) Where promotion posts happen to have the same scale of pay of the feeder category posts, the existing practice will continue ie. one advance increment will

be granted to the incumbents 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 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.

- (vi) In cases of up gradation of posts or appointments to higher posts on the advice of PSC or otherwise (in respect of persons already in State Government Service) pay will be fixed under Rule 28 A Part I Kerala Service Rules, the option shall be exercised within one month from the date of appointment order or date of taking over charge of the new post whichever is later.

Date of Effect:-

26. The date of effect of the revised scales of pay will be 01-07-2009. The date of effect of improved Ratio based promotions/ percentage based higher grades, revised time bound higher grade scheme, various allowances and other benefits will be 01-02-2011.

Authority to fix Scale of pay

27. The Pay fixation proposal in the case of all employees except self-drawing officers will be fixed in accordance with these orders on the basis of their option by the officers who draw and disburse their salary as the case may be and got verified by the concerned Finance officers of each University. In the case of self drawing officers the drawal of revised salary will be aathorised by the Finance Officers concerned on the basis of their option. The employees other than self drawing officers will forward their option to the Officer who draws their salary. Their option statement will be pasted in the service book after dated counter signature by the drawing officer. The Self-drawing officers will forward their option statement to the concerned audit sections and they will forward the option along with service book and verification report to Finance Officers for pay fixation and issue of pay slips.
28. Omissions or errors, if any, in respect of posts or scales of pay indicated in Annex- IV as of these orders should be reported to Government by the Registrars of the Universities within a month positively from the date of this order with relevant supporting documents for timely rectification.

29. All government orders/ circulars/ clarifications etc. issued with regard to this Pay Revision will be applicable to University employees also.
30. Leave Salary/ Pension Contribution based on the pay in the revised scales of pay will be recovered from 01-07-2009 or from the date of effect of option of the employees concerned in the revised scales of pay. Foreign employer will arrange the remittance at the revised rates from 01-07-2009 or from the date of option exercised by the employee concerned.
- a.) Recoveries will be insisted upon in cases where over payments 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 Finance Department in Government before approving the pay fixation and disbursing the pay.
- b.) Detailed Orders on Pension and related benefits will be issued separately.

(By Order of the Governor)

Dr. A.K.Dubey

Principal Secretary (Finance)

To

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

The Principal Accountant General (Audit) Kerala, Thiruvananthapuram.

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

Higher Education Department

The Director, Local Fund Audit Department, Thiruvananthapuram (with C/L).

The Registrar, University of Kerala (with C.L.)

The Registrar, Cochin University of Science & Technology (with C.L.)

The Registrar, University of Calicut (with C.L.)

The Registrar, M.G University (with C.L.)

The Registrar, Kannur University (with C.L.)

The Registrar, Sree Sankaracharya University of Sanskrit (with C.L.)

The Registrar Kerala Agricultural University Trissur (with C.L.)

The Registrar High Court, Eranakulam (with C.L.)

The Private Secretaries to Chief Minister and Other Ministers

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

Director of Public Relations Thiruvananthapuram.

The Secretary to Governor.

The Director of Treasuries, Thiruvananthapuram.

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

Annex-I

The existing and corresponding revised scales of pay

Sl. No	Scales of pay (2004)	Sl. No	Revised scales of pay (2009)
1	4510-120-4990-130-5510-140-5930-150-6230	1	8500-230-9190-250-9940-270-11020-300-12220-330-13210
2	4630-120-4990-130-5510-140-5930-150-6680-160-7000	2	8730-230-9190-250-9940-270-11020-300-12220-330-13540
3	4750-120-4990-130-5510-140-5930-150-6680-160-7480-170-7820	3	8960-230-9190-250-9940-270-11020-300-12220-330-13540-360-14260
4	5250-130-5510-140-5930-150-6680-160-7480-170-7990-200-8390	4	9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-15780
5	5650-140-5930-150-6680-160-7480-170-7990-200-8790	5	9940-270-11020-300-12220-330-13540-360-14980-400-16580
6	6080-150-6680-160-7480-170-7990-200-9590-240-9830	6	10480-270-11020-300-12220-330-13540-360-14980-400-16980-440-18300
7	6680-160-7480-170-7990-200-9590-240-10790	7	11620-300-12220-330-13540-360-14980-400-16980-440-18740-500-20240
8	7480-170-7990-200-9590-240-10790-280-11910	8	13210-330-13540-360-14980-400-16980-440-18740-500-21240-560-22360
9	7990-200-9590-240-10790-280-11910-340-12930	9	13900-360-14980-400-16980-440-18740-500-21240-560-24040
10	8390-200-9590-240-10790-280-11910-340-13270	10	14620-360-14980-400-16980-440-18740-500-21240-560-24040-620-25280
11	8790-200-9590-240-10790-280-11910-340-13610	11	15380-400-16980-440-18740-500-21240-560-24040-620-25900
12	9190-200-9590-240-10790-280-11910-340-13610-380-15510	12	16180-400-16980-440-18740-500-21240-560-24040-620-27140-680-29180
13	9590-240-10790-280-11910-340-13610-380-16650	13	16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-31360
14	10790-280-11910-340-13610-380-16650-450-18000	14	18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-33680
15	11070-280-11910-340-13610-380-16650-450-18450	15	19240-500-21240-560-24040-620-27140-680-29860-750-32860-820-34500
16	11910-340-13610-380-16650-450-19350	16	20740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140
17	12250-340-13610-380-16650-450-19800	17	21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-37040
18	12930-340-13610-380-16650-450-20250	18	22360-560-24040-620-27140-680-29860-750-32860-820-36140-900-37940
19	13610-380-16650-450-20700	19	24040-620-27140-680-29860-750-32860-820-36140-900-38840
20	16650-450-20700-500-23200	20	29180-680-29860-750-32860-820-36140-900-40640-1000-43640
		21	32110-750-32860-820-36140-900-40640-1000-44640
21	20700-500-23200-550-25400-600-26600	22	36140-900-40640-1000-48640-1100-49740
22	23200-550-25400-600-26600-650-31150	23	40640-1000-48640-1100-57440
		24	42640-1000-48640-1100-57440-1200-58640
23	25400-600-26600-650-33100	25	44640-1000-48640-1100-57440-1200-58640
24	26600-650-33750	26	46640-1000-48640-1100-57440-1200-59840
		27	48640-1100-57440-1200-59840
	Master Scale		Master Scale
	4510-120-4990-130-5510-140-5930-150-6680-160-7480-170-7990-200-9590-240-10790-280-11910-340-13610-380-16650- 450-20700-500-23200-550-25400-600- 26600- 650-33750		8500-230-9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-40640-1000-48640-1100-57440-1200-59840

Rules for fixation of pay in the revised scale.

1. The revised scales of pay shall come into force w.e.f. 01-07-2009.
2. Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01-07-2009 or date of option..
3. Existing emoluments for the purpose of these rules shall be the total of :
 - (a) Basic pay in the existing scales as on the date of change over 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.
 - (b) Personal pay, if any, not specifically ordered to be absorbed in future increase of pay.
 - (c) Special pay drawn in lieu of higher time scale of pay, provided there is no special pay attached to revised scale.
 - (d) Dearness Allowance admissible at the rate of 64% on such pay vide (a), (b) and (c) above.

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

Fitment benefit and Service weightage

4. To the existing emoluments computed above, shall be added an amount equal to 10% of pay subject to a minimum of Rs. 1000/- in Rule (3) (a) and (b) above towards fitment benefit and another amount equivalent to ½% of pay, specified in Rule (3) (a) and (b) above, for each completed year of service subject to a maximum of 30 completed years, towards service weightage.

***Note:** - Service for the purpose of this rule means service including broken periods of service qualifying for normal increments in the scale of pay. Time spent on leave not counting for normal increment will not be reckoned. Service during the period of bar on increment, without cumulative effect will be reckoned. However aided school service in Govt and vice versa will be reckoned for weightage.*

5. The amount so arrived at under Rule (4) above shall be stepped up to the next stage in the revised scale of pay.

If the amount arrived at under Rule (4) 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 and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will count for all purposes viz; fixation of pay, calculation of leave salary, drawal of allowance and pension.

Stepping up of Pay of Seniors

6. In cases, where a senior government servant promoted to a higher post before 01.07.2009, (including through grant of time bound higher grade) draws less pay in the revised scale than his Junior promoted to the higher post after 01.07.2009, the pay of the senior employee shall be stepped up to the level of the pay of the junior w.e.f. the date on which junior draws more pay, provided that
- (a) The senior and the junior employee should belong to the same category and should have been promoted to the same category of post.
 - (b) The pre-revised and revised scale of pay of the lower and higher posts in which they are entitled to draw pay should be identical.
 - (c) The senior Government servant at the time of promotion has been drawing equal or more pay than the junior
 - (d) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay
 - (e) 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: - (i) If in the lower post, the junior employee was drawing more pay in the pre-revised scale than the senior, the senior to such junior will have no claim over the pay of the junior.

(ii) In case where pay of an employee is stepped up in terms of clause (6) above, the next increment shall be granted after completing the required service of one year in the new scale from the date of stepping up of pay.

7. **Exercise of Option on Promotion**

- (1) All appointments and promotions made on or after 1.7.2009 shall be deemed to have been made in the revised scale of pay & pay will be regulated accordingly.
- (2) However, if an employee wishes to opt the revised scale of pay of his promoted post ie. the next immediate promotion post assumed on or after 01.07.2009, he will be permitted to opt the revised scale of the promotion post with effect from the date of promotion and his pay in the revised scale will be fixed on the basis of the pay he drew in the pre-revised scale of the promoted post on that date. This benefit will be restricted to the employees who were promoted in between 1.7.2009 and the date of issue of Pay Revision Order. Also employees who were in Government service prior to 01-07-2009 and got appointment through "by transfer" appointment or by PSC appointment shall be permitted to exercise option with effect from 01.07.2009 in the scale of pay of the post held by them prior to their new appointment.
- (3) Employees who were promoted on or after 1.7.2009 cannot be allowed to exercise option of the feeder post beyond the date of such promotion.

Note:- However employees who have been promoted on or after 01-07-2009 may be allowed to opt the revised scale of the promotion post w.e.f. the date of exercise of option under (b) of Rule 28 A Part I K.S.Rs

8. Provisional employees recruited through the employment exchanges who were in service on 30.6.2009 and continued thereafter shall be eligible for the minimum of the revised scale of pay only.

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 from the date of option.
10. An employee whose increment is withheld for want of declaration of probation on 1.7.2009 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 Services 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 Option

12. An employee can exercise option to come over to the revised scale of pay with effect from 01.07.2009 or with effect from any subsequent date he opts.
13. The option in writing is to be exercised within a period of six months from the date of Government orders revising the scales of pay.
14. The option is to be filed with the officer competent to fix his/her pay in the form appended.
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 such option is exercised within a period of three months from the date of orders of reversion.
16. Re option will not be allowed for any pay revision(including the present pay revision) except in cases involving retrospective revision 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 the option such re-option has to be exercised within 3 month 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 existing scale. If no option is exercised within the said period of six months of the date of Government orders revising the scale of pay of the Government employees, the date of effect of pay revision order ie. 01.07.2009 shall be treated as the date of option and the Officer

competent to fix his/her 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 department and if the deceased himself was the head of department, the Secretary to Government concerned, in consultation with the Accountant General (A&E) will fix the date of option of the deceased employee, which is found to be more 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 service were terminated on or after 01.07.2009 and who could not exercise the option within the prescribed time limit on account of death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary ground are entitled to the benefits of the aforesaid rules.
21. In the case of employees whose increment in the pre-revised scale is barred as punishment without cumulative effect, their pay on the date of option (if it is w.e.f. a date on which the increment bar is in force) in the revised scale will be fixed on the basis of the pay notionally arrived at by counting increment each, in the pre-revised scale, for every completed year of service which would have been counted for normal increment, but for the punishment. The next increment in the revised scale will be sanctioned only after expiry of the remaining period of increment bar as on the date of fixation of pay in the revised scale, subject to Rule (9) of Pay Fixation Rules.
22. In the case of employees whose increment in the pre-revised scale is barred as punishment with cumulative effect, their pay on the date of option (if it is w.e.f. a date on which the increment bar is in force) will be fixed on the basis of the pay they were drawing immediately before increment bar. They will be entitled to the pay at the same rate till the expiry of the period of increment bar. The next increment in the revised scale will be sanctioned only after expiry of the period of increment bar subject to Rule (9) of Pay Fixation Rules.
23. In the case of employees whose pay in the pre-revised scale is reduced to lower stage as penalty temporarily, their pay in the revised scale will be fixed on the date of option (if it is w.e.f. a date on which the reduction in pay is in force) on the basis of the pay after

reduction in the pre-revised scale. The next increment that will accrue in the revised scale in terms of Rule (9) of the above rules will be sanctioned only after the expiry of the remaining period of penalty.

24. In the case of employees whose pay in the pre-revised scale is reduced permanently to lower stage as penalty with the effect of postponing future increments, his pay in the revised scale will be fixed on the date of option on the basis of the reduced pay in the pre-revised scale. They will have to remain in that pay till expiry of the period of reduction. The next increment that will accrue in the revised scale will be sanctioned only after expiry of the remaining period of penalty.
25. The employees who continue on Leave Without Allowance (LWA) on or after 01.07.2009 will be allowed to exercise option within 6 (six) months of return to duty.

(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 20.....

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
Station:	Designation
Date:	Office/Department.

Principles of Option

26. The employees may be allowed to exercise option subject to the following conditions.
- a) An employee can exercise option to come over to the revised scale of pay with effect from 01.07.2009 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 one year from the date of this Government Order, whichever is earlier.
 - b) In the case of a Government servant who died on or after the date of coming into effect of the pay revision, but before exercising option, he/she may be deemed to have opted for the revised scale from the most beneficial date as desired by the Head of office, Accountant General or the department, as the case may be.
 - c) The option to retain the existing scale of pay shall be admissible in respect of one existing scale only. On subsequent reversion, the Government servant concerned may exercise option in respect of the lower post also on condition that such option will be exercised within three months from the date of reversion, failing which he/she will be deemed to have opted for the scale with effect from the date of pay revision.
 - d) If a Government servant exercises option to come over to the revised scale with effect from a date beyond one year from the date of pay revision such option shall be deemed to be invalid and shall be treated as a failure to exercise option and he/she shall be deemed to have exercised option with effect from the date of pay revision.
 - e) The option shall be exercised in writing and communicated to the Head of office or the Accountant General, respectively by the non-Gazetted officers and Gazetted officers within six months from the date of pay revision order failing which the Government servant will be deemed to have opted for the scale with effect from the date of coming into effect of the pay revision and pay fixed on that basis.
 - f) A Government servant who is out of India on leave or deputation or Foreign Service, on the date of pay revision order shall exercise option in writing within three months from the date of his taking charge of the old post.
 - g) A Government servant, who is under suspension on the date of coming into effect of the pay revision, shall exercise option within three months from the date of return to duty on re-instatement or within six months from the date of pay revision order whichever is later.

- h) Option once exercised shall be final and permission for re-option will not be granted on any account.
- i) Heads of Departments and Offices shall give proper guidance to their subordinates to select the most beneficial dates for exercising option, since re-option will not be allowed for rectification of the wrong option already exercised or for other reasons.
- j) In cases, where persons promoted after the date of pay revision, have been given retrospective promotion with effect from a date in the pre-revision period, they will exercise option in respect of the revised scale of the post within three months from the date of orders sanctioning such promotion. They will be eligible for arrears if any, as per rules.
- k) Heads of Departments and Officers should be given the responsibility to see that the contents of the pay revision orders are communicated to their subordinates, including those who are on leave, deputation and on Foreign Service, so as to enable them to exercise option within the time limit specified in the pay revision order. The fixation rules may be published prominently in Notice Board.
- l) Some illustrations of pay fixation are given in Table 1 of Annex - II

		Illustrations of Pay fixation						Table 1 of Annex - II
		Case1	Case2	Case 3	Case 4	Case 5	Case 6	
1	Pre revised scale No.	S1	S6	S12	S14	S 23	S5	
2	Pre revised scale	4510-120-4990-130-5510-140-5930-150-6230	6680-160-7480-170-7990-200-9590-240-10790 (2nd TBHG)	9190-200-9590-240-10790-280-11910-340-13610-380-15510	10790-280-11910-340-13610-380-16650-450-18000	25400-600-26600-650-33100	5650-140-5930-150-6680-160-7480-170-7990-200-8790 (4th TBHG)	
3	Revised Scale No.	Re S1	Re s6	Re S12	Re S14	Re S25	Re S6	
4	Revised Scale	8500-230-9190-250-9940-270-11020-300-12220-330-13210	11620-300-12220-330-13540-360-14980-400-16980-440-18740-500-20240	16180-400-16980-440-18740-500-21240-560-24040-620-27140-680-29180	18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-33680	44640-1000-48640-1100-57440-1200-58640	10480-270-11020-300-12220-330-13540-360-14980-400-16980-440-18300	
5	Commencement of service	1.3.2002	1.4.1997	1.5.1989	1.1.1981	1.7.1978	1.7.1976	
6	No of completed years of service as on 01.07.2009	7	12	20	28	31	33	
7	Pre revised basic pay	5380	7480	10310	17100	27900	9590 + 400 PP	
8	DA to be merged (64% of Pre revised Basic pay)	3443	4787	6598	10944	17856	6394	
9	Fitment Benefit (10% of Pre Revised BP , Minimum Rs.1000/-)	1000	1000	1031	1710	2790	1000	
10	Service weightage (1/2 % of completed years of service, maximum for 30 years ie.15%)	188	449	1031	2394	4185	1498	
11	Total (7+8+9+10)	10011	13716	18970	32148	52731	18882	
12	Stage in the revised scale	10210	13900	19240	32860	53040	18300	
13	Personal pay, if any	0	0	0	0	0	582	
14	DA as on 1.7.2009 (0%)	0	0	0	0	0	0	
15	Total pay+PP+DA as on 1.7.2009 *	10210	13900	19240	32860	53040	18882	
*In case 6, the employee can earn further stagnation increments as per the latest stagnation rules								

Scheme for Time Bound Higher Grade Promotion

Subject to Para 6 below, employees who remain in their entry posts in the scales of pay ranging from Rs. 8500-13210/- to Rs. 9940-16580/- will be granted four higher grades on completion of the following specified periods of service in their posts.

- (i) The first time bound higher grade on completion of eight years of service in the entry post,
 - (ii) The second time bound higher grade on completion of 15 years of service in the entry post and the first regular promotion post/time bound higher grade taken together,
 - (iii) The third time bound higher grade on completion of 22 years of total service in the entry post and the regular promotion post (s)/time bound higher grade (s) taken together .
 - (iv) A fourth time bound higher grade on completion of 27 years of total service in the entry post and the regular promotion post (s) /time bound higher grade (s) taken together.
- (2) An employee who remain in their entry post on scales of pay ranging from Rs. 8500-13210 to Rs. 13900-24040 will be granted their higher grades on completion of the period of qualifying service in their posts as follows with the scales of pay shown in TABLE – 1 of Annex - III

TABLE- 1

Revised pay scales in the entry post	1st time bound higher grade in the entry post	2nd time bound higher grade	3rd time bound higher grade.	4th time bound higher grade
8500-13210	8730-13540	8960-14260	9940-16580	10480-18300
8730-13540	8960-14260	9190-15780	9940-16580	10480-18300
8960-14260	9190-15780	9940-16580	10480-18300	11620-20240
9190-15780	9940-16580	11620-20240	13900-24040	14620-25280
9940-16580	11620-20240	13900-24040	14620-25280	16180-29180
10480-18300	11620-20240	13900-24040	14620-25280	NIL
11620-20240	13210-22360	13900-24040	16180-29180	NIL
13210-22360	13900-24040	16180-29180	16980-31360	NIL
13900-24040	14620-25280	16180-29180	16980-31360	NIL

- (3) Those on entry posts with pay scales ranging from Rs. 14620-25280 to Rs. 21240-37040 will be granted two time bound higher grades, the first on completion of 8 years of service in the entry post and the second on completion of 15 years of total service in the entry post and first promotion post/ higher grade together.

TABLE - II

Revised pay scale in the entry post	1 st time bound higher grade for 8 years of service in the entry post	2 nd time bound higher grade for 15 years of service
14620-25280	16180-29180	18740-33680
15380-25900	16980-31360	19240-34500
16180-29180	18740-33680	20740-36140
16980-31360	18740-33680	20740-36140
18740-33680	20740-36140	22360-37940
19240-34500	20740-36140	22360-37940
20740-36140 21240-37040	22360-37940	24040-38840

- (4) For direct recruits against posts carrying the scales of Rs. 22360-37940 to Rs. 29180-43640 one higher grade promotion in the scale as shown below will be given on completion of 8 years of service.

TABLE -III

Revised scale of pay in the entry post	Time bound higher grade for 8 years of service in the entry post.
22360-37940	24040-38840
24040-38840	29180-43640
29180-43640	36140-49740

- (5) For incumbents of posts on scales of pay above Rs. 29180-43640, no time bound higher grade will be allowed.
- (6) If there is a promotion post in respect of the categories of posts (entry) coming under pay range from Rs. 8730-13540 to Rs. 16980-31360 and its scale of pay is higher than the time bound higher grade proposed above, then the qualified incumbent will be given the scale of pay of the promotion post in the direct line of promotion as time bound higher grade. While assigning higher grade only qualified hands 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.

- (7) If the scale of pay of the promotion post is lower than the time bound higher grade proposed in the Table, the scale of pay of time bound higher grade specified above will be given by reckoning the total service in both the lower post and promotion post together. In such cases the fixation under Rule 30 Part I - K.S.R. will be admissible.
- (8) 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 the terms of Rules 30, Part I KSR.
- (9) In respect of categories of post coming under the pay scale ranging from Rs. 14620-25280 to 21240-37040 the time bound higher grade will be as specified in Table II of Annex- III. Scales of pay of promotion post will not be given in these cases. This is applicable in the case of employee enjoying scale of pay 14620-25280 and above whether by regular promotion or by time bound higher grade. Corresponding revised scale of pre-revised grade scale (as per annexure-I) will not be allowed in such cases.
- (10) In the case of time bound grade promotion to higher scale of pay, the pay in the higher time scale will be fixed 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.
- (11) In case the 15/22 year higher grades as per the table above are equal to or lower than the first promotion post/ second promotion post as the case may be, that grade (s) will be modified and fixed at the next higher scale (s) above that of the promotion post (s) in the list of standard scales of pay.
- (12) The service rendered in the entry post and reckoned for normal increments may be treated as the qualifying service for granting higher grades in that post.
- (13) The term 'entry post' shall be defined as the post to which an employee is initially appointed in University service by direct recruitment by the competent authority. 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, 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 different posts having same scale will not be treated as qualifying service. Similarly in the case of employees who get inter

departmental transfer (interdepartmental transferees), their prior service in the same post in the former department may also be reckoned as qualifying service for time bound higher grade. Those who get regular promotion or appointment to higher posts within the period specified for each time bound higher grade may not be granted further time bound higher grade during that period.

- (14) All appointment by transfer except the promotions/appointments from subordinate service to State Service may also be treated as equivalent to direct recruitment for sanctioning Time Bound Higher Grade.
- (15) Those who relinquish regular promotions will not be given time bound higher grades as at present.
- (16) The employees in the scales of pay of Rs. 8730-13540 and Rs. 8960-14260 will be eligible for reckoning their service in the last grade for allowing 22 years higher grade. This benefit will not be allowed to employees in the posts having the revised scale of Rs. 9190-15780 and above.
- (17) 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 Universities alone will be reckoned as qualifying service. Period of leave on loss of pay which will not be taken, into account for granting increments will not be reckoned as qualifying service.
- (18) All other existing general terms and conditions governing grant of time bound higher grade promotions may continue subject to the modifications issued by Government from time to time.

UNIVERSITY COMMON CATEGORIES

	Category	Proposed existing unified scale	Revised scale
1	2	3	4
	UGC POSTS		
	Statutory Officers		
	Vice Chancellor	UGC	UGC
	Pro - Vice Chancellor	UGC	UGC
	Registrar	UGC	UGC
	Controller of Examination / Comptroller	UGC	UGC
	Finance Officer	UGC	UGC
	Teaching Staff		
	Professor	UGC	UGC
	Associate Professor/Reader	UGC	UGC
	Assistant Professor	UGC	UGC
	Director of Physical Education	UGC	UGC
	Deputy Director of Physical Education	UGC	UGC
	Assistant Director of Physical Education	UGC	UGC
	Other Officers		
	Program Co-ordinator (NSS)	UGC	UGC
	Director of Student Welfare/Director of Student Services/ Dean of Students Welfare	UGC	UGC
	Directors (Planning, Computer Centre etc.)	UGC	UGC
	Library		
	Information Scientist	UGC	UGC
	University Librarian	UGC	UGC
	Deputy Librarian	UGC	UGC
	Assistant Librarian	UGC	UGC
	NON-UGC POSTS		
	ADMINISTRATIVE WING		
	Joint Registrar	23200-31150	40640-57440
	Deputy Registrar	20700-26600	36140-48740
a	Assistant Registrar Hr. Grade	16650-23200	29180-43640
	Assistant Registrar	12930-20250	22360-37940
b	Section Officer Hr. Grade	11910-19350	20740-36140
	Section Officer	10790-18000	18740-33680

	Category	Proposed existing unified scale	Revised scale
c	Selection Grade Asst.	9590-16650	16980-31360
	Senior Grade Asst	9190-15510	16180-29180
	Assistant	7990-12930	13900-24040
	TECHNICAL STAFF IN TEACHING DEPARTMENT		
	Scientific Officer	16650-23200	29180-43640
	Technical Officer .Gr.I	12930-20250	22360-37940
	Technical Officer . Gr.II	12250-19800	21240-37040
	Technical Assistant	11070-18450	19240-34500
	LIBRARY STAFF		
	Reference Officer HG	11910-19350	20740-36140
	Reference Officer	10790-18000	18740-33680
	Reference Asst. HG	9590-16650	16980-31360
	Reference Asst.	8390-13270	14620-25280
	Library Attender	5250-8390	9190-15780
	COMPUTER WING		
	System Manager/System Analyast	16650-23200	29180-43640
	Senior Programmer	12930-20250	22360-37940
	Junior Programmer	11070-18450	20740-36140
	Data Entry Operator	7480-11910	13210-22360
	FAIR COPY WING		
b	Office Superintendent HG	11910-19350	20740-36140
	Office Superintendent	10790-18000	18740-33680
d	Sel. Gr. Typist / Sel.Gr.Stenographer	9590-16650	16980-31360
	Sen. Gr. Typist / Sen.Gr.Stenogrpaher	9190-15510	16180-29180
	U.D Typist/Stenographer Gr.I	7990-12930	13900-24040
	L.D Typist / Stenographer Gr II	6080-9830	10480-18300
	ENGINEERING /TECHNICAL WING		
	Director of Physical Plant/University Engineer /Executive Engineer/Technical Officer/Instrumentation Engineer/Maintenance Engineer	20700-26600	36140-49740
e	Asst. Executive Engineer/Technical Officer Gr.II/Junior Engineer Junior Engineer Instrumentation	12250-19800	21240-37040
	Assistant Engineer/Head Draftsman/Technical Officer	11910-19350	20740-36140
	Divisional Accountant	10790-18000	18740-33680
f	Overseer Grade I /Draftsman	7990-12930	13900-24040

	Category	Proposed existing unified scale	Revised scale
	Overseer Grade II	6680-10790	11620-20240
	Overseer Grade III	5650-8790	9940-16580
	Work Superintendent	5650-8790	9940-16580
	Plumber Cum Pump Operator/Pump Operator/Plumber Pump Operator	5250-8390	9190-15780
	Pump Operator /Pump Operator	5250-8390	9190-15780
	Electrician	5250-8390	9190-15780
	Line Helper/Electrical Helper/Lineman/Field Worker/ Workshop Attender/Skilled Assistant/Semi Skilled Lab Attender / Electricity Worker / Workshop Attender	4630-7000	8730-13540
	PRINTING WING		
	Superintendent (University Press)	13610-20700	24040-36140
	Assistant Superintendent (University Press)	11070-18450	19240-34500
	Press Manager	10790-18000	18740-33680
	General Foreman	9590-16650	16980-31360
	Senior Foreman	9190-15510	16180-29180
	Junior Foreman (Composing/Printing/Binding)	8790-13610	15380-25900
	Asst. Foreman	8790-13610	15380-25900
	Senior Proof Reader	9190-15510	16180-29180
	Proof Reader Gr. I	8790-13610	15380-25900
	Computer Sen.Gr	8390-13270	14620-25280
	Offset Printer	8390-13270	14620-25280
	Proof Reader/Proof Reader Gr. II	8390-13270	14620-25280
	Compositor/Binder/Printer Sr. Gr.	8390-13270	14620-25280
	Computer Gr. I	8390-13270	14620-25280
	Mechanic(Press)	8390-13270	14620-25280
	Mechanic cum Electrician	7480-11910	13210-22360
	Senior Time Keeper	7480-11910	13210-22360
	Store Keeper	7480-11910	13210-22360
	Litho Printer/Litho Operator/Lino Operator/Mono Super Caster Operator	7480-11910	13210-22360
	Binder/Printer/Compositor Gr.I	7480-11910	13210-22360
	Time Keeper	6680-10790	11620-20240
	LD Computator	6080-9830	10480-18300

	Category	Proposed existing unified scale	Revised scale
	Copy Holder/Computer Gr.II	6080-9830	10480-18300
	Store Keeper(AWM)	6080-9830	10480-18300
	LD Binder/LD Printer/LD Compositor/ LD Counter / Binder / Printer/ Compositor/ Binder Gr. II	5650-8790	9940-16580
	Assistant Time Keeper	5650-8790	9940-16580
	Galley Press Man Gr.I	5250-8390	9190-15780
	CounterGr. I/Packer Gr. I /Galley Press man Gr. II	4750-7820	8960-14260
	Counter Gr. II/Packer Gr. II/Lascar Gr. I/Lascar Gr. II/Lascar/Packer/ GateKeeper	4630-7000	8730-13540
	TRANSPORT WING		
g	Driver Sel. Gr.	8390-13270	14620-25280
	Driver Sen. Gr.	6680-10790	11620-20240
	Driver Gr.I	6080-9830	10480-18300
	Driver Gr. II	5250-83900	9190-15780
	Bus Conductor	5650-8390	9940-16580
	Bus Attendant	4750-7820	8960-14620
	Bus Cleaner	4510-6230	8500-13210
	PUBLICATION WING		
	Director of Publication / Publications	16650-23200	29180-49640
	SECURITY WING		
	Security Officer	11910-19350	20740-36140
	Assistant Security Officer/Sergeant	8390-13270	14620-25280
h	Head Security Guard	6680-10790	11620-20240
	Security Guard	5650-8790	9940-16580
	Gurkha/ Watchman	4510-6230	8500-13210

- a.** HG Ratio 2:1
- b.** HG Ratio 1:1
- c.** Grade Ratio 1:1:1
- d.** Grade Ratio 1:1:1:1.
- e.** 1/3 of the posts will be on HG in the Scale of pay of Rs. 24040-38840
- f.** Gr.I and Gr.II will be in the Ratio 1:1
- g.** 2:2:1 Ratio promotion between Driver Gr. II, Gr. I and Sen. Gr.10% of the post of Driver Sen. Gr. may be placed as Driver Sel. Gr.
- h.** Ratio promotion between Security Guard and Head Security Guard will be 5:1.

KERALA UNIVERSITY

	Designation	Existing Scale of Pay	Revised Scale of pay
I	UGC POSTS		
	Statutory Officers		
	Vice-Chancellor	UGC	UGC
	Pro-Vice Chancellor	UGC	UGC
	Registrar	UGC	UGC
	Controller of Examination	UGC	UGC
	Finance Officer	UGC	UGC
	Teaching Staff		
	Professor	UGC	UGC
	Reader/Associate Professor	UGC	UGC
	Asst. Professor	UGC	UGC
	Library		
	University Librarian	UGC	UGC
	Deputy Librarian	UGC	UGC
	Assistant Librarian	UGC	UGC
	Other Officers		
	Director (Planning, Computer Centre and CDC)	UGC	UGC
*	Programme Co - ordinator (NSS)	16650-23200	29180-43640
	Director of Student Service	16650-23200	29180-43640
	Research Assistant	10790-18000	18740-33680
	NON-UGC POSTS		
II	ADMINISTRATIVE WING		
	Joint Registrar	23200-31150	40640-57440
	Deputy Registrar	20700-26600	36140-49740
a	Assistant Registrar HG	16650-23200	29180-43640
	Assistant Registrar	12930-23250	22360-37940
b	Section Officer Hr. Gr.	11910-19350	20740-36140
	Section Officer	10790-18000	18740-33680
c	Selection Grade Assistant	9590-16650	16980-31360
	Senior Grade Assistant	9190-15510	16180-29180
	Assistant	7990-12930	13900-24040
	Clerical Assistant	5250-8390	9190-15780

	Designation	Existing Scale of Pay	Revised Scale of pay
	Garden Maistry/ Duplicator Operator/Roneo Operator/Lab Asst.	5250-8390	9190-15780
d	Last Grade Employees (Peon, Lascar, Packer, Oiling Asst. Animal House Attender etc.)	4510-6230	8500-13210
TECHNICAL STAFF IN THE TEACHING DEPARTMENTS			
	Scientific Officer	16650-23200	29180-43640
	Technical Officer Grade I	12930-20250	22360-37940
	Technical Officer Grade II	12250-19800	21240-37040
	Technical Assistant	11070-18450	19240-34500
	Technical Assistant	11070-18450	20740-36140
LIBRARY			
i *	Deputy Librarian(Non-UGC)	16650-23200	29180-43640
i *	Assistant Librarian Grade. I (Non-UGC)	12930-20250	22360-37940
	Assistant Librarian Gr. II (Non-UGC)	11070-18450	20740-36140
	Reference Assistant	10790-18000	18740-33680
	Technical Asst. (Library)	9590-16650	16980-31360
	Library Assistant	8390-13270	14620-25280
COMPUTER WING			
m	Systems Manager	23200-31150	29180-43640
	System Analyst	16650-23200	29180-43640
	Programmer	12930-20250	22360-37940
	System Administrator	10790-18000	20740-36140
*	Data Entry Operator	6080-9830	10480-18300
	Technical Officer (Computer Wing)	11910-19800	20740-36140
FAIRCOPY WING			
k	Pool Officer	12930-20250	22360-37940
	Section Officer (FC&D) HG	11910-19350	20740-36140
	Section Officer (FC&D)	10790-18000	18740-33680
b	Office Superintendent (HG)		20740-36140
	Office Superintendent	9590-16650	18740-33680
e	Sel. Gr. Typist	9590-16650	16980-31360
	Sr. Gr. Typist	9190-15510	16180-31360
	U D Typist	7990-12930	13900-24040
	L D Typist	6080-9830	10480-18300

	Designation	Existing Scale of Pay	Revised Scale of pay
	ENGINEERING/TECHNICAL WING		
	University Engineer	16650-23200	36140-49740
	Instrumentation Engineer	16650-23200	36140-49740
	Asst. Executive Engineer	12250-19800	21240-37040
	Junior Engineer/Scientist	12250-19800	20740-36140
	Asst. Engineer/Head Draftsman/ Assistant Engineer(USIC)/ Technical Officer(USIC)	11070-18450	20740-36140
	Divisional Accountant	10790-18000	18740-33680
b	Overseer Gr. I	7990-12930	13900-24040
	Overseer Gr. II(Electrical)	6680-10790	11620-20240
f	Electrician Gr. I	7990-12930	13900-24040
	Electrician Gr. II	6680-10790	9190-15780
	Mechanic(USIC)/Technician(USIC)/ Mechanic Turner	7480-11910	13210-22360
*	Work Superintendent Gr.I	7480-11910	13210-22360
g	Work Superintendent Gr.II	5650-8790	9940-16580
	Plumber	5250-8390	9190-15780
	Pump Operator	5250-8390	9190-15780
	Line Helper	5250-8390	8730-13540
	PRINTING PRESS		
	Superintendent	13610-20700	24040-38840
	Assistant Superintendent	11070-18450	19240-34500
	General Foreman	9190-15510	16980-31360
	Senior Foreman	8790-13610	16180-29180
	Junior Foreman	8390-13270	15380-25900
h	Senior Proof Reader	8790-13610	16180-29180
	Proof Reader Gr. I	8390-13270	15380-25900
	Proof Reader Gr. II	7990-12930	14620-25280
h	Computer Sr. Gr.	8390-13270	14620-25280
	Computer Gr. I	7990-12930	14620-25280
	Computer Gr. II	6080-9830	10480-18300
h	Compositor Sr. Gr.	7990-12930	14620-25280
	Compositor Gr.I	7480-11910	13210-22360
	Compositor Gr. II	5650-8790	9940-16580

	Designation	Existing Scale of Pay	Revised Scale of pay
h	Binder Sr. Gr.	7990-12930	14620-25280
	Binder Gr. I	7480-11910	13210-22360
	Binder Gr II	5650-8790	9940-16580
h	Printer Sr. Gr.	7990-12930	14620-25280
	Printer Gr.I	7480-11910	13210-22360
	Printer Gr. II	5650-8790	9940-16580
	Senior Time Keeper	7480-11910	13210-22360
	Time Keeper	6680-10790	11620-20240
	Asst. Time Keeper	5650-8790	9940-16580
	Galley Press Man Gr. I	5250-8390	9190-15780
	Galley Press Man Gr. II	4750-7820	8960-14260
	Counter Gr. I	4750-7820	8960-14260
	Counter Gr. II	4630-7000	8730-13540
	Offset Printer	8390-13270	14620-25280
	Mechanic-cum-Electrician	7480-11910	13210-22360
	Mono Super Caster Operator	7480-11910	13210-22360
	Store Keeper (Press)	7480-11910	13210-22360
	Copy Holder	6080-9830	10480-18300
	TRANSPORT WING		
*	Vehicle Examiner	7990-12930	13900-24040
	Pass Examiner	7480-11910	13210-22360
	Driver (Bus) Hr. Gr	7480-11910	10480-18300
	Driver (Bus) Lr. Gr	6080-9830	9190-15780
i	Driver Grade II (LDV)	5250-8390	9190-15780
*	Conductor Hr. Gr	6680-10790	11620-20240
g	Conductor	6080-9830	9940-16580
	PUBLICATION WING		
	Director of Publication	25400-33100	29180-43640
	Editor (Lexicon)	25400-33100	44640-58640
	Additional Director of Publication	16650-23200	29180-43640
	Assistant Editor(Lexicon)	16650-23200	29180-43640
	Sub Editor(Lexicon)	12250-19800	21240-37040
	Lexicon Assistant	11910-19350	20740-36140
	Store Keeper (Publication)	10790-18000	18740-33680
	Technical Assistant(Lexicon)	9190-15510	16180-29180
	Publication Officer	9190-15510	16180-29180

	Designation	Existing Scale of Pay	Revised Scale of pay
	Drafting Assistant (Lexicon)	9190-15510	16180-29180
	SECURITY WING		
*	Chief Security-cum-Vigilance Officer	16650-23200	29180-43640
	Security Officer	10790-18000	20740-36140
	Asst. Security Officer	7480-11910	14620-25280
j	Security Guard Hr.Gr.	6080-9830	11620-20240
	Security Guard	5250-8390	9940-16580
	HEALTH CENTRE & LAB		
	Residential Medical Officer	11910-19350	24040-38840
	Curator	11910-19350	20740-36140
	Technical Assistant/Technical Assistant(Chemistry)	11070-18450	19240-34500
	Assistant Farm Superintendent	11070-18450	19240-34500
	Electron Microscopy Assistant	9190-15510	16180-29180
	Laboratory Mechanic	8790-13610	15380-25900
	Artist Photographer	8790-13610	15380-25900
	Glass Blower	8790-13610	11620-20240
	Nursing Supervisor	8390-13270	16180-29180
	Health Information Officer	8390-13270	16180-29180
	Radiographer	7990-12930	13900-24040
	Resident Nurse	7480-11910	13210-22360
	Pharmacist	7480-11910	11620-20240
	Medical Lab Technician	7480-11910	11620-20240
	Artist	7480-11910	13210-22360
	Laboratory Technician (Zoology)	5650-8790	13900-24040
	Laboratory Attender	5650-8790	9940-16580
	Section Cutter	5250-8390	9190-15780
	OTHER CATEGORIES		
	Public Relations Officer	16650-23200	22360-37940
	Population Information Officer	11910-19350	20740-36140
	Veterinary Doctor	11070-18450	20740-36140
	Accompanying Artist(Violin)	11070-18450	19240-34500
	Warden	11070-18450	16180-29180
	Coach/Instructor of Indigenous Exercises	10790-18000	18740-33680
	Instructor (Mridangam)	10790-18000	18740-33680

	Designation	Existing Scale of Pay	Revised Scale of pay
	Store Keeper	10790-18000	18740-33680
	Records Officer	10790-18000	18740-33680
	Reception Officer	10790-18000	18740-33680
	Manuscript Assistant. Gr. I	9190-15510	16180-29180
	Editorial Assistant(Journalism)	9190-15510	16180-29180
	Manuscript Assistant	7480-11910	13210-22360
	Graduate Field Assistant	7480-11910	13900-24040
	Scribe	7480-11910	9190-15780
	Field Man	7480-11910	9190-15780
	Matron	5650-8790	9940-16580

- a.** HG ratio will be 2:1
- b.** HG ratio will be 1:1
- c.** Ratio between Sel.Gr., Sr.Gr and Assistant will be 1:1:1
- d.** HG ratio of 2:1 will be in the scale 8730-13540
- e.** Ratio between Sel.Gr., Sr.Gr., UD and LD will be 1:1:1:1.
- f.** Electrician Gr.I and II are merged together and TBHG as applicable to Govt. Employees. Those who are in the post of Electrician Gr.I as on the date of this order will be placed in the scale of 13900-24040.
- g.** TBHG as applicable to Govt. Employees.
- h.** Grade ratio will be 2:2:1.
- i.** 2:2:1 ratio promotion between Driver Gr.II, Gr.I and Senior Grade in the scales of pay of Rs.10480-18300 and **Rs.11620**-20240 to Gr.I and Senior Grade respectively. 10% of posts of the Driver Senior Grade will be placed as Driver Sel.Grade in the scale of pay of Rs.14620-25280.
- j.** Grade ratio 5:1 between Security Guard and Security Guard (HG)
- k.** The practice of promotion of Office Superintendent as SO (FC&D), SO (FC & D) Higher Grade and Pool Officer is discontinued. Employees holding the post of Pool Officer, SO (FC&D) and SO (FC&D) HG as on the date of this order are placed in the corresponding revised scales. (Only for the present incumbent as far as these posts are concerned).
- l.** The incumbents holding their post as on the date of this order are placed in this scale. These posts are set apart for UGC qualified hands only in future.
- m.** The present incumbent is allowed to continue in the scale of pay corresponding to existing scale of pay ie. Rs. 40640-57440
- *** Only for the present incumbent as far as these posts are concerned.

CALICUT UNIVERSITY

	Name of Post	Existing Scale of pay	Revised scale of pay
	UGC POSTS		
	Statutory Officers		
	Vice-Chancellor	UGC	UGC
	Pro-Vice Chancellor	UGC	UGC
	Registrar	UGC	UGC
	Controller of Examinations	UGC	UGC
	Finance Officer	UGC	UGC
	Teaching Staff		
	Professor	UGC	UGC
	Associate Professor	UGC	UGC
	Assistant Professor	UGC	UGC
	Director of Physical Education	UGC	UGC
	Deputy Director of Physical Education	UGC	UGC
	Assistant Director of Physical Education	UGC	UGC
	Library		
	Information Scientist	UGC	UGC
	University Librarian	UGC	UGC
	Deputy Librarian	UGC	UGC
	Assistant Librarian	UGC	UGC
	Other Officers		
	Dean of Students' Welfare	UGC	UGC
	Project Officer (Adult Edn.)	UGC	UGC
	Programme Co-ordinator NSS	16650-23200	29180-43640
	NON-UGC POSTS		
	ADMINISTRATIVE WING		
	Joint Registrar/PS to VC	23200-31150	40640-57440
	Deputy Registrar	20700-26600	36140-49740
a	Assistant Registrar (HG)	16650-23200	29180-43640
	Assistant Registrar	12930-20250	22360-37940
b	Section Officer (Hr. Grade)	11910-19350	20740-36140
	Section Officer	10790-18000	18740-33680
c	Selection Grade Asst.	9590-16650	16980-31360
	Senior Grade Assistant	9190-15510	16180-29180
	Assistant	7990-12930	13900-24040

	Name of Post	Existing Scale of pay	Revised scale of pay
	Telephone Supervisor	8790-13610	13900-24040
	Telephonist	5250-8390	9190-15780
	Clerical Asst.	5250-8390	9190-15780
	Roneo Operator	5250-8390	9190-15780
	Head Peon	5250-8390	9190-15780
	Daffedar	5250-8390	9190-15780
	Peon/Watchman (Hr. Gr.)	4630-7000	8730-13540
a	Peon/Watchman	4510-6230	8500-13210
	PUBLICATION WING		
	Publication Officer	16650-23200	29180-43640
	ADULT EDUCATION WING (PROJECT)		
	Dy. Director(Adult Education)	16650-23200	29180-43640
	Assistant Director (Adult)	12930-20250	22360-37940
	Adult Education Worker	7480-11910	13210-22360
	TECHNICAL STAFF IN TEACHING DEPARTMENT		
	Scientific Officer	16650-23200	29180-43640
	Technical Officer Grade. I	12930-20250	22360-37940
	Technical Officer Grade. II	12250-19800	21240-37040
	Technical Assistant	11070-18450	19240-34500
	COMPUTER WING		
h	System Administrator	23200-31150	29180-43640
	Programmer	12930-20250	22360-37940
	Assistant Programmer	9590-16650	16980-31360
*	Data Entry Assistant/Operator	6080-9830	10480-18300
	LIBRARY		
*	Asst. Librarian	12930-20250	22360-37940
	Junior Librarian	11910-19350	18740-33680
	Professional Asst. Grade. I	9590-16650	16980-31360
	Professional Asst. Grade. II	8390-13270	14620-25280
	Library Assistant	5250-8390	9190-15780
	FAIRCOPY WING		
e	Pool Officer	12930-20250	22360-37940
	Section Officer (FC&D) HG	11910-19350	20740-36140
	Section Officer (FC & D)	10790-18000	18740-33680
b	Office Superintendent HG		20740-36140
	Office Superintendent	10790-18000	18740-33680

	Name of Post	Existing Scale of pay	Revised scale of pay
i	Selection Grade Typist	9590-16650	16980-31360
	Senior Grade Typist	9190-15510	16180-29180
	U.D Typist	7480-11910	13900-24040
	L.D. Typist	6080-9830	10480-18300
	LABORATORY WING		
	Field Officer, Botany	16650-23200	29180-43640
	Assistant Superintendent, (Botanical Gardens)	11070-18450	19240-34500
	Herbarium Curator	10790-18000	18740-33680
	Glass Blower	8790-13610	11620-20240
	Herbarium Assistant (Hr. Gr.)	7990-12930	11620-20240
	Asst. Curator Grade. I	7990-12930	13900-24040
	Asst. Curator	7480-11910	13210-22360
	Technical Asst (Lab)	7480-11910	13210-22360
	Taxidermist	5650-8790	9940-16580
	Animal Room Technician, Life Sciences	5650-8790	9940-16580
	Lab Assistant	5250-8390	9190-15780
	Skilled Asst. (Psychology)	5250-8390	9190-15780
	Herbarium Asst.	4750-7820	9940-16580
	Semi Skilled Lab Attender (Physics)	4630-7000	8730-13540
	Field cum Animal Room Attender	4510-6230	8500-13210
	Filter Plant Cleaner	4510-6230	8500-13210
	Specimen Collector	4510-6230	8500-13210
	HEALTH CENTRE		
	Physician/Lady Medical Officer	11070-18450	24040-38840
	Head Nurse	9190-15510	16180-29180
	Staff Nurse(Hr. Grade)	8390-13270	14620-25280
	Store Keeper (Pharmacist)	9190-15510	16180-29180
	Staff Nurse	7480-11910	13210-22360
	Pharmacist	6680-10790	11620-20240
	Lab Technician	6680-10790	11620-20240
	Hospital Assistant	5250-8390	9190-15780
	Nursing Asst.	5250-8390	9190-15780
	SCHOOL OF DRAMA		
	Technician (School of Drama)	10790-18000	18740-33680
	Photographer	8790-13610	15380-25900
	Artist-cum- photographer	8790-13610	15380-25900

	Name of Post	Existing Scale of pay	Revised scale of pay
	Videographer	8790-13610	15380-25900
	Theater Photographer	8790-13610	15380-25900
	Technical Asst	8790-13610	15380-25900
	Cinema Operator Cum Electrician	7990-12930	13900-24040
	Assistant Photographer	7480-11910	13210-22360
	Dark Room Asst.	5650-8790	9940-16580
	ENGINEERING/TECHNICAL WING		
	University Engineer	23200-31150	36140-49740
	Executive Engineer	16650-23200	36140-49740
	Instrumentation Engineer	16650-23200	20740-36140
	Junior Engineer Instrumentation	12250-19800	20740-36140
d	Asst. Ex. Engineer	12250-19800	21240-37040
	Asst. Engineer(Directly Recruited)	11070-18450	20740-36140
	Divisional Accountant	10790-18000	18740-33680
	Technician	10790-18000	18740-33680
	AC Cum Refrigeration Mechanic	8790-13610	15380-25900
b	Overseer Gr. I	7990-12930	13900-24040
	Overseer Gr. II	6680-10790	11620-20240
	Plumbing Overseer	7990-12930	11620-20240
	Plumber	5650-8790	9190-15780
	Pumping Overseer	7990-12930	11620-20240
*	Pump Operator Hr. Grade	7480-11910	11620-20240
j	Pump Operator	5250-8390	9190-15780
*	Senior Electrician	7990-12930	13900-24040
j	Electrician	6680-10790	9190-15780
	Mechanic cum Plumber	7990-12930	13900-24040
*	Technician Grade. C	7990-12930	13900-24040
	Technician Grade B	7480-11910	11620-20240
	Technician Grade A	4750-7820	9940-16580
	Workshop Mechanic Cum LNP Plant Operator	7480-11910	13210-22360
	Line Helper	5250-8390	8730-13540
	Tracer	5250-8390	9190-15780
	Skilled Asst.	5250-8390	8730-13540
	Electricity Worker	4630-7000	8730-13540
	Workshop Asst.	4510-6230	8500-13210

	Name of Post	Existing Scale of pay	Revised scale of pay
	TRANSPORT WING		
*	Vehicle Examiner	9190-15510	16180-29180
*	HV Driver	6680-10790	11620-20240
f	L.V. Driver	5250-8390	9190-15780
	Bus Conductor	6080-9830	9940-16580
	Bus Cleaner	4510-6230	8500-13210
	PRINTING PRESS		
	Superintendent	13610-20700	24040-38840
	Asst. Superintendent	11070-18450	19240-34500
-	General Foreman	9590-16650	16980-31360
	Junior Foreman (Composing, Printing, Binding)	8790-13610	15380-25900
	Assistant Foreman	8390-13270	15380-25900
	Proof Reader	7990-12930	14620-25280
	Binder (Sr. Grade)	7990-12930	14620-25280
	Compositor(Sr. Grade)	7990-12930	14620-25280
	Printer (Sr. Grade)	7990-12930	14620-25280
	Store Keeper	7990-12930	13210-22360
	Offset Printing Machine Operation Gr.I	7990-12930	13900-24040
	Binder, Printer, Compositor (Grade. I)	7480-11910	13210-22360
	Offset Printing Machine Operation Gr.II	7480-11910	13210-22360
	Time keeper	6680-10790	11620-20240
	DTP Operator	6680-10790	11620-20240
	L.D. Computator	6080-9830	10480-18300
	Asst. Warehouse Man	6080-9830	10480-18300
g	L.D. Compositor	5650-8790	9940-16580
	L.D Binder	5650-8790	9940-16580
	L.D Printer	5650-8790	9940-16580
	L.D Counter	5650-8790	9940-16580
	Galley press man	4750-7820	8960-14260
	Packer, press	4630-7000	8730-13540
	Lascar Press	4630-7000	8730-13540
	Gate Keeper	4630-7000	8730-13540
	SECURITY WING		
	Security Officer	11910-19350	20740-36140
	Asst. Security Officer	11070-18450	14620-25280
	Sergeant	7990-12930	14620-25280

	Name of Post	Existing Scale of pay	Revised scale of pay
	Asst. Sergeant	6680-10790	11620-20240
k	Security Guard	4750-7820	9940-16580
	Gurhka watchman	4510-6230	8500-13210
	OTHER CATEGORIES		
	Public Relations Officer	16650-23200	22360-37940
	Archivist (History)	13610-20700	24040-38840
	Curator (Malayalam)	13610-20700	24040-38840
	Coaches	10790-18000	18740-33680
	Farm Supervisor	10790-18000	16180-29180
	Senior House Keeper	9590-16650	16180-29180
	Field Asst.(Botany)	6680-10790	11620-20240
	Plantation Asst.(Botany)	6680-10790	11620-20240
	House Keeper (Ladies Hostel)	6680-10790	13900-24040
	Statistical Asst.	5650-8790	9940-16580
	Garden Mastery	5250-8390	9190-15780
	Matron	5250-8390	9190-15780
	Manuscript Keeper	5250-8390	9190-15780
	Gardener	4630-7000	8730-13540
	Grounds man	4630-7000	8730-13540
	Sweeper cum scavenger	4510-6230	8500-13210
	Mosquito Sprayer	4510-6230	8500-13210
	Animal Room Asst.	4510-6230	8500-13210
	Room Boy cum Bearer	4510-6230	8500-13210

- a.** HG ratio will be 2:1
- b.** HG Ratio will be 1:1
- c.** Grade Ratio will be 1:1:1
- d.** 1/3rd of the post will be in the HG with the scale 24040-38840.
- e.** The practice of promotion of Office Superintendent as SO (FC&D), SO (FC & D) Higher Grade and Pool Officer is discontinued. Employees holding the post of Pool Officer, SO (FC&D) and SO (FC&D) HG as on the date of this order are placed in the corresponding revised scales. (Only for the present incumbent as far as these posts are concerned).
- f.** 2:2:1 ratio promotion between Driver Gr. II, Gr. I and Sr. Gr. in the scale of pay of Rs.10480-18300 and Rs.11620-20240 to Gr. I and Sr. Gr. respectively. 10% of the Driver Sr. Gr. will be placed as Driver Sel. Gr. in the scale of pay Rs.14620-25280.
- g.** Ratio will be 2:2:1
- h.** The present incumbent is place in the scale of pay of Rs.40640-57440.
- *** Only for the present incumbent as far as these posts are concerned.

- i.** The grade ratio will be 1:1:1:1
- j.** TBHG as applicable to Government employees.
- k.** Grade ratio 5:1 between Security Guard and Security Guard (HG)

MAHATMAGANDHI UNIVERSITY

	Designation	Existing Scale of Pay	Revised Scale of Pay
	UGC POSTS		
	Statutory Officers		
	Vice-Chancellor	UGC	UGC
	Pro-Vice-Chancellor	UGC	UGC
	Registrar	UGC	UGC
	Controller of Examination	UGC	UGC
	Finance Officer	UGC	UGC
	Teaching Staff		
	Professor	UGC	UGC
	Associate Professor	UGC	UGC
	Asst. Professor	UGC	UGC
	Library		
	University Librarian	UGC	UGC
	Deputy Librarian	UGC	UGC
	Assistant Librarian	UGC	UGC
	Other Officers		
	Director Students Service	UGC	UGC
	Director of Physical Education	UGC	UGC
	N.S.S. Program Co-ordinator	UGC	UGC
	Assistant Director of Physical Education	UGC	UGC
	NON-UGC POSTS		
	ADMINISTRATIVE WING		
	Joint Registrar	23200-31150	40640-57440
	Deputy Registrar	20700-26600	36140-49740
a	Assistant Registrar HG	16650-23200	29180-43640
	Assistant Registrar	12930-20250	22360-37940
b	Section Officer HG	11910-19350	20740-36140
	Section Officer	10790-18000	18740-33680
	Personal Secretary to VC	10790-18000	18740-33680
c	Assistant (Sel. Gr.)	9590-16650	16980-31360
	Assistant (Sr. Gr.)	9190-15510	16180-29180
	Assistant	7990-12930	13900-24040
*	Clerical Assistant HG	5650-8790	9940-16580
	Clerical Assistant	5250-8390	9190-15780

	Designation	Existing Scale of Pay	Revised Scale of Pay
*	Roneo Operator HG	5650-8790	9940-16580
a	Last Grade Employees HG	4630-7000	8730-13540
	Last Grade Employees	4510-6230	8500-13210
	LIBRARY STAFF		
*	Assistants Librarian Gr. I (Non-UGC)	12930-20250	22360-37940
	Assistant Librarian Gr. II (Non-UGC)	11070-18450	20740-36140
	Reference Assistant	10790-18000	18740-33680
	Technical Assistant Library	9590-16650	16980-31360
	Library Assistant	8390-13270	14620-25280
	FAIRCOPY WING		
	Pool Officer	12930-20250	22360-37940
	Section Officer (FC&D) (HG)	11910-19350	20740-36140
g	Section Officer (FC& D)	10790-18000	18740-33680
b	Office Superintendent HG		20740-36140
	Office Superintendent	10790-18000	18740-33680
d	Typist (Sel .Gr.)	9590-16650	16980-31360
	Typist (Sr.Gr.)	9190-15510	16180-29180
	U D Typist	7990-12930	13900-24040
	L D Typist	6080-9830	10480-18300
	COMPUTER WING		
	Computer and Communication Engineer	16650-23200	29180-43640
	Assistant Programmer	9590-16650	16980-31360
	Computer Data Entry Operator	7480-11910	13210-22360
	TECHNICAL STAFF IN TEACHING DEPARTMENTS		
	Scientific Officer/Programme Co-ordinator (School of Behavioral Sciences)	16650-23200	29180-43640
	Technical Officer Gr.I	12930-20250	22360-37940
	Technical Officer Grade II	12250-19800	21240-37040
	Technical Assistant (University Science Department)	11070-18450	19240-34500
	Computer Programmer (School of Comp. Sciences)	12930-20250	19240-34500
	Artist cum Photographer	11910-19350	19240-34500
	ENGINEERING/TECHNICAL WING		
	Executive Engineer	16650-23200	36140-49740

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Assistant Executive Engineer	12250-19800	21240-37040
	Assistant Engineer	11070-18450	20740-36140
	Divisional Accountant	10790-18000	18740-33680
	Technical Asst.	12250-19800	21240-37040
b	Overseer Grade I	7990-12930	13900-24040
	Electrician	6680-10790	9190-15780
	Plumber cum Pump Operator	6680-10790	9190-15780
b	Overseer Grade II	6680-10790	11620-20240
	SECURITY WING		
	Security Officer	10790-18000	20740-36140
	Assistant Security Officer	7480-11910	14620-25280
e	Security Guard (H G)	5650-8790	11620-20240
	Security Guard	4750-7820	9940-16580
	Gurkha/Watchman	4750-7820	8500-13210
	TRANSPORT WING		
*	Vehicle Supervisor (HD)	9590-16650	16980-31360
	Vehicle Supervisor (LD)	9190-15510	16180-29180
	Pass Examiner	7990-12930	13900-24040
	Driver (H.D. Gr.I)	7990-12930	10480-18300
f	Driver (HD Grade II)	7480-11910	9190-15780
	Driver (LD Gr. I)	7480-11910	10480-18300
	L D Driver (Grade II)	6080-9830	9190-15780
*	Conductor (HG)	6680-10790	11620-20240
	Conductor	6080-9830	9940-16580
	PUBLICATION WING		
	Director of Publication	16650-23200	29180-43640
	Assistant Editor (Eng./Mal)	10790-18000	18740-33680
	PRINTING PRESS		
	Copy Holder	6080-9830	10480-18300
	LABORATORY WING		
	Medical Lab. Technologist(School of Bio-Sciences)	10790-18000	18740-33680
	Glass Blower	9190-15510	11620-20240
	Laboratory Technician (SCS)	8790-13610	15380-25900
	Lab Technician (SPAP)	5650-8790	9940-16580
	Laboratory Assistant	5250-8390	9190-15780

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Laboratory Attender	4750-7820	8960-14260
	SCHOOL OF BEHAVIORAL SCIENCE		
	Clinical Psychologist	11070-18450	20740-36140
	Clinic Technician	7990-12930	13900-24040
	Clinic Nurse	7480-11910	13210-22360
	Special Teacher	7480-11910	13210-22360
	Field Worker	5250-8390	9190-15780
	HEALTH CENTRE		
	Resident Medical Officer	11070-18450	24040-38840
	Staff Nurse	7480-11910	13210-22360
	Lab Technician (University Health Centre)	6680-10790	11620-20240
	OTHER CATEGORIES		
	Public Relation Officer	16650-23200	22360-37940
	Coach	10790-18000	18740-33680
	Cultural Officer	10790-18000	18740-33680
	Officer in Charge of Answer scripts	10790-18000	18740-33680
	Statistical Assistant	9190-15510	16180-29180
	Garden Maistry	5250-8390	9190-15780
	Hostel Attendant	4510-6230	8500-13210

- a.** HG ratio will be 2:1
- b.** HG ratio will be 1:1
- c.** Ratio between Sel.Gr., Sr.Gr and Assistant will be 1:1:1
- d.** Ratio will be 1:1:1:1
- e.** Ratio will be 5:1
- f.** 2:2:1 ratio promotion between Driver Gr. II, Gr. I and Sr. Gr. in the scale of pay of Rs.10480-18300 and Rs.11620-20240 to Gr. I and Sr. Gr. respectively. 10% of the Driver Sr. Gr. will be placed as Driver Sel. Gr. in the scale of pay Rs.14620-25280.
- *** Only for the present incumbent as far as these posts are concerned.
- g.** The practice of promotion of Office Superintendent as SO (FC&D), SO (FC & D) Higher Grade and Pool Officer is discontinued. Employees holding the post of Pool Officer, SO (FC&D) and SO (FC&D) HG as on the date of this order are placed in the corresponding revised scales. (Only for the present incumbent as far as these posts are concerned).

KANNUR UNIVERSITY

	Designation	Existing scale of pay	Revised scale of pay
	UGC POSTS		
	Statutory Officers		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor	UGC	UGC
	Registrar	UGC	UGC
	Finance Officer	UGC	UGC
	Controller of Examinations	UGC	UGC
	Teaching Staff		
	Director of Physical Education	UGC	UGC
	Deputy Director of Physical Education	UGC	UGC
	Professor	UGC	UGC
	Associate Professor	UGC	UGC
	Asst. Professor	UGC	UGC
	Assistant Director of Physical Education	UGC	UGC
	Library		
	University Librarian	UGC	UGC
	Deputy Librarian	UGC	UGC
	Assistant Librarian	UGC	UGC
	Other Officers		
	Director of Students Service	UGC	UGC
	Program Co-ordinator NSS	UGC	UGC
	NON-UGC POSTS		
	ADMINISTRATIVE WING		
	Joint Registrar	23200-31150	40640-57440
	Deputy Registrar	20700-26600	36140-49740
a	Assistant Registrar HG	16650-23200	29180-43640
	Assistant Registrar	12930-20250	22360-37940
b	Section Officer Higher Grade	11910-19350	20740-36140
	Section Officer	10790-18000	18740-33680
c	Assistant(Sel. Gr)	9590-16650	16980-31360
	Assistant(Sen. Grade)	9190-15510	16180-29180
	Assistant	7990-12930	13900-24040
	Roneo Operator	5250-8390	9190-15780

	Designation	Existing scale of pay	Revised scale of pay
	Peon	4510-6230	8500-13210
	LIBRARY		
	Junior Librarian	11910-19350	20740-36140
	Professional Assistant Grade .I	9590-16650	16980-31360
	Professional Assistant Grade .II	8390-13270	14620-25280
	Library Assistant	5250-8390	9190-15780
	FAIR COPY WING		
e	Section Officer (FC&D)	10790-18000	18740-33680
b	Office Superintendent HG		20740-36140
	Office Superintendent	10790-18000	18740-33680
d	Stenographer Sel. Grade	9590-16650	16980-31360
	Stenographer Sen. Grade	9190-15510	16180-29180
	Stenographer Gr.I	7990-12930	13900-24040
	Stenographer Gr.II	6080-9830	10480-18300
d	Sel. Grade Typist	9590-16650	16980-31360
	Sen. Grade Typist	9190-15510	16180-29180
	U.D Typist	7990-12930	13900-24040
	L.D Typist	6080-9830	10480-18300
	COMPUTER WING		
	Computer Programmer	12930-20250	22360-37940
	Computer Operator	9190-15510	13210-22360
	Data Entry Assistant	6080-9830	13900-24040
	ENGINEERING/TECHNICAL WING		
	Assistant Executive Engineer (Civil)	11910-19350	21240-37040
	Assistant Engineer (Civil)	11070-18450	20740-36140
	Overseer Grade. II (Civil)	6680-10790	11620-20240
f	Overseer Grade .I (Electrical)	7990-12930	13900-24040
	Electrician	6680-10790	9190-15780
	Pump Operator cum Electrical Helper	5250-8390	9190-15780
	TRANSPORT WING		
g	Driver	5250-8390	9190-15780
	SECURITY WING		
	Security Officer	11910-19350	20740-36140
	Security Guard	5250-8390	9940-16580

	Designation	Existing scale of pay	Revised scale of pay
	Watchman	4510-6230	8500-13210
	OTHER CATGORIES		
	Development Officer	16650-23200	29180-43640
	Public Relations Officer	11910-19350	22360-37940
	Field Assistant	8390-13270	16180-29180
	Telephone Supervisor	8790-13610	15380-25900
	Sweeper (Full Time)	4510-6230	8500-13210

- a.** HG ratio will be 2:1
- b.** HG ratio will be 1:1
- c.** Ratio between Sel.Gr., Sr.Gr and Assistant will be 1:1:1
- d.** Ratio will be 1:1:1:1
- e.** The promotion of OS as SO (FC&D) will be discontinued. Only for the present incumbent as far as these posts are concerned.
- f.** Only for the present incumbent as far as these posts are concerned.
- g.** 2:2:1 Ratio Promotion between Driver Gr.II, Gr.I and Senior Grade in the scale of pay of Rs.10480-18300 and Rs.11670-20240 to Gr.I and Senior Grade respectively. 10% of the Senior Grade will be placed as Driver Sel.Gr. in the scale of pay of Rs.14620-25280.

SREE SANKARACHARYA UNIVERSITY OF SANSKRIT.

	Designation	Existing Scale of pay	Revised scale of pay
	UGC POSTS		
	Statutory Officers		
	Vice Chancellor	UGC	UGC
	Finance Officer	UGC	UGC
	Registrar	UGC	UGC
	Professor	UGC	UGC
	Associate Professor	UGC	UGC
	Asst. Professor	UGC	UGC
	Assistant Director Physical Education	UGC	UGC
	Library		
	Deputy Librarian	UGC	UGC
	Other Officers		
	Director Planning & Development	UGC	UGC
	NON-UGC POSTS		
	ADMINISTRATION WING		
	Joint Registrar	23200-31150	40640-57440
	Deputy Registrar	20700-26600	36140-49740
a	Assistant Registrar (HG)	16650-23200	29180-43640
	Assistant Registrar	12930-20250	22360-37940
	PS to Statutory Officers	12930-20250	22360-37940
b	Section Officer (HG)	11910-19350	20740-36140
	Section Officer	10790-18000	18740-33680
c	Assistant (Sel. Grade)	9590-16650	16980-31360
	Assistant (Sr. Grade)	9190-15510	16180-29180
	Assistant	7990-12930	13900-24040
*	Clerical Assistant Grade I	5650-8790	9940-16580
	Clerical Assistant Grade II	5250-8390	9190-15780
	Class IV	4510-6230	8500-13210
	PUBLICATION WING		
	Sr. Publication Officer	12930-20250	29180-43640

	Designation	Existing Scale of pay	Revised scale of pay
	FAIR COPY SECTION		
g	Section Officer (FC& D)	10790-18000	18740-33680
b	Office Superintendent HG		20740-36140
	Office Superintendent	9590-16650	18740-33680
d	Typist(Sel. Grade)	9590-16650	16980-31360
	Typist(Sr. Grade)	9190-15510	16180-29180
	Typist (Grade. I)	7990-12930	13900-24040
	Typist	6080-9830	10480-18300
	SECURITY WING		
	Security Officer	10790-18000	20740-36140
e	Security Guard (Hr. Gr.)	5650-8790	11620-20240
	Security Guard	4750-7820	9940-16580
	LIBRARY		
	Reference Assistant	11070-18450	18740-33680
	Library Assistant	7990-12930	14620-25180
	TRANSPORT WING		
f	Driver (Sr. Gr.)	6680-10790	11620-20240
	Driver (Gr. I)	6080-9630	10480-18300
	Driver (Gr. II)	6080-9630	9190-15780
	COMPUTER WING		
	Computer Operator	6680-10790	13900-24040
	TEACHING STAFF		
	Lecturers (Non UGC)	10790-18000	18740-33680
	ENGINEERING/ TECHNICAL WING		
	Assistant Engineer(Civil)	11070-18450	20740-36140
	Assistant Engineer (Electrical)	11070-18450	20740-36140
	Overseer	6080-9830	9940-16580
	Plumber	6080-9830	9190-15780
	Electrician	6080-9830	9190-15780
	PRINTING PRESS		
	Printer	6080-9830	9940-16580
	Binder	5650-8790	9940-16580
	OTHER CATEGORIES		
	Public Relations Officer	12930-20250	22360-37940
	Telephone operator		9190-15780

- a.** HG ratio will be 2:1
- b.** HG ratio will be 1:1
- c.** Ratio between Sel.Gr., Sr.Gr and Assistant will be 1:1:1
- d.** Ratio will be 1:1:1:1
- e.** Grade ratio 5:1 between Security Guard and Security Guard HG (Head Security Guard)
- f.** 2:2:1 ratio promotion between Driver Gr. II, Gr. I and Sr. Gr. in the scale of pay of Rs.10480-18300 and Rs.11620-20240 to Gr. I and Sr. Gr. respectively. 10% of the Driver Sr. Gr. will be placed as Driver Sel. Gr. in the scale of pay Rs.14620-25280.
- *** Only for the present incumbent as far as these posts are concerned.
- g.** Promotion of Office Supdt as SO (FC&D) will be discontinued. The present incumbent alone will be allowed to continue in the existing scale of pay as far as these posts are concerned.

COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

	Name of post	Existing Scale of pay	Revised scale of pay
	UGC POSTS		
	Statutory Officers		

	Name of post	Existing Scale of pay	Revised scale of pay
	Vice chancellor	UGC	UGC
	Pro-Vice-Chancellor	UGC	UGC
	Registrar	UGC	UGC
	Controller of Examinations	UGC	UGC
	Finance Officer	UGC	UGC
	Teaching Staff		
	Professor	UGC	UGC
	Reader/Associate Professor	UGC	UGC
	Asst. Professor	UGC	UGC
	Asst. Director of Physical Edn.	UGC	UGC
	Professor	AICTE	AICTE
	Associate Professor.	AICTE	AICTE
	Assistant Professor	AICTE	AICTE
	Library		
	University Librarian	UGC	UGC
	Dy. Librarian	UGC	UGC
	Information Scientist	UGC	UGC
	Asst. Librarian	UGC	UGC
	NON-UGC POSTS		
	Other Officers		
	Planning & Development Officer	20700-26600	36140-49740
	Director of Student Welfare	12930-20250	22360-37940
	ADMINISTRATIVE WING		
	Joint Registrar	23200-31150	40640-57440
	Deputy Registrar	20700-26600	36140-49740
a	Assistant Registrar (HG)	16650-23200	29180-43640
	Assistant Registrar	12930-20250	22360-37940
b	Section Officer (H.G)	11910-19350	20740-36140
	Section Officer	10790-18000	18740-33680
c	Assistant (Sel. Grade.)	9590-16650	16980-31360
	Assistant (Sr. Gr.)	9190-15510	16180-29180
	Assistant	7990-12930	13900-24040
	Clerical Assistant	5250-8390	9190-15780
	Attender (Clerical Attender)	5250-8390	9190-15780
	Peon	4510-6230	8500-13210
	Sweeper-cum-cleaner (FT)	4510-6230	8500-13210

	Name of post	Existing Scale of pay	Revised scale of pay
	TECHNICAL STAFF IN TEACHING DEPARTMENTS		
	Technical Officer Gr. I (Sel. Gr)	16650-23200	29180-43640
	Technical Officer Gr. I (Sn. Scale)	12930-20250	22360-37940
	Technical Officer Gr. I	12250-19800	21240-37040
	Technical Asst. Grade III	11910-19350	19240-34500
	COMPUTER WING		
*	System Analyst	12250-19800	21240-37040
	System Manager	12250-19800	21240-37040
	Computer Programmer	11910-19350	20740-36140
	Computer Operator	11910-19350	20740-36140
	Programme Assistant	11910-19350	20740-36140
	LIBRARY STAFF		
	Asst. Librarian	11910-19350	20740-36140
	Junior Librarian	10790-18000	18740-33680
	Professional Asst. Gr.I	9590-16650	16980-31360
	Professional Asst. Gr.II	8390-13270	14620-25280
	Library Assistant	5650-8790	9190-15780
	FAIRCOPY SECTION		
	Pool Officer	12930-20250	22360-37940
e	Section Officer (Typist) H G	11910-19350	20740-36140
	Section Officer (Typist)	10790-18000	18740-33680
b	Office Superintendent HG		20740-36140
	Office Superintendent	9590-16650	18740-33680
f	Typist (Sel. Grade) Designated as Sel. Grade Typist/Steno	9590-16650	16980-31360
	Typist (Sr.Gr.) Designated as Sr. Grade. Typist/Steno	9190-15510	16180-29180
	Typist (Grade I) Designated as Upper Division Typist/Steno)	7990-12930	13900-24040
	Typist (Grade II) Designated as Lower Division Typist/Steno	6080-9830	10480-18300
	Typist-cum-Storekeeper	9190-15510	16180-29180
	LABORATORY WING		
	Soil Analyst	7480-11910	11620-20240
	Chemical Assistant (Technician. Gr. II)	7990-12930	13900-24040
	Laboratory Assistant (Strength of Materials) (Technician Gr. II)	7990-12930	9940-16580

	Name of post	Existing Scale of pay	Revised scale of pay
	Laboratory Assistant (Metallurgical Welder) (Technician Gr .II)	7990-12930	9940-16580
	Laboratory Technician	7990-12930	9940-16580
	Hatchery Assistant	5650-8790	9190-15780
	Hatchery Asst.-cum-Syrang & Driver	5650-8790	9940-16580
	Specimen Collector	5650-8790	9940-16580
	Aquarium Assistant	5650-8790	9190-15780
	Laboratory Assistant	5650-8790	9940-16580
	Lab Attendant	5650-8790	9190-15780
	ENGINEERING/TECHNICAL WING		
	University Engineer	23200-31150	36140-49740
	Technical Officer/Exe. Engineer	16650-23200	36140-49740
g	Assistant Executive Engineer (Civil)	12250-19800	21240-37040
	Assistant Executive Engineer (Electrical)	12250-19800	21240-37040
	Assistant Engineer (Electrical)	11070-18450	20740-36140
	Assistant Engineer (Civil)	11070-18450	20740-36140
	Mechanic	9190-15510	11620-20240
	Overseer Grade I (Civil)	7990-12930	13900-24040
	Overseer Grade I (Electrical)	7990-12930	13900-24040
h	Overseer Grade II (Civil)	6680-10790	11620-20240
	Overseer Grade III (Civil)	5650-8790	9940-16580
	Electrician Grade II	6680-10790	9190-15780
	Technician Gr I	6080-9830	9940-16580
	Plumber	5650-8790	9190-15780
	Plumbing Supervisor	6680-10790	11620-20240
	Pump Operator	5650-8790	9190-15780
	Line Helper	5250-8390	8730-13540
	Workshop Attender (PS&RT)	5250-8390	9190-15780
	Net Maker	5250-8390	9190-15780
	Technical Asst. Grade II	9190-15510	16180-29180
	Technical Asst. Grade I	7990-12930	13900-24040
	Store Keeper Grade III	7480-11910	13900-24040
	Store Keeper Grade II	9190-15510	16180-29180
	Store Keeper Gr. I	10790-18000	18740-33680
	Technician V	11070-18450	19240-34500
	Technician IV	10790-18000	18740-33680

	Name of post	Existing Scale of pay	Revised scale of pay
	Technician III	9190-15510	11620-20240
	Technician II	7480-11910	11620-20240
	Technician I	5250-8390	9940-16580
	Maintenance Engineer(technical Officer Gr.I .Sel scale)	16650-23200	29180-43640
	Technical Officer Gr. II	16650-23200	29180-43640
	Photocopier/Duplicator Operator	5650-8790	9940-16580
	Duplicator Operator	5650-8790	9940-16580
	Operator Reprographic Unit	7480-11910	9940-16580
	Senior Technical Assistant (Technical Assistant Gr. III)	11910-19350	20740-36140
	Welding Technologist(Technical Assistant Gr. III)	11910-19350	20740-36140
	Senior Technical Assistant (Technical Assistant Gr II)	9190-15510	13900-24040
	Ammonia Print-cum-Photocopier Operator	6680-10790	9940-16580
	Instrument Technician (Physics, Photonics)	7480-11910	13900-24040
	Technician Gr.II	7990-12930	11620-20240
	Welder Technician Gr.II	7990-12930	11620-20240
	Fitter Technician Gr.II	7990-12930	11620-20240
	Lathe Operator Technician Gr.II	7990-12930	11620-20240
	Technician	7990-12930	13900-24040
	TRANSPORT WING		
	Engine Driver	10790-18000	18740-33680
	Deck Officer	13610-20700	24040-38840
	Assistant Engine Driver	7480-11910	13210-22360
	Assistant Deck Officer	7480-11910	13210-22360
i	HV Driver	6680-10790	9190-15780
	LV Driver/Vehicle Supervisor	5650-8790	9190-15780
	Conductor	6080-9830	9940-16580
	Boatman	4510-6230	8500-13210
	Lascar	4510-6230	8500-13210
	PRINTING PRESS		
	Artist-cum-Photographer	7480-11910	13210-22360
	Printer	5250-8390	9940-16580
	PUBLICATION WING		

	Name of post	Existing Scale of pay	Revised scale of pay
	Public Relation Officer	20700-26600	22360-37940
	Editorial Assistant	9190-15510	16180-29180
	SECURITY WING		
	Security Officer	12930-20250	20740-36140
	Sergeant	6680-10790	13900-24040
j	Security Guard	4750-7820	9940-16580
	OTHER CATEGORIES		
	Store Keeper Gr. I (Ship Technology)	10790-18000	18740-33680
	Statistical Officer	10790-18000	18740-33680
	Warden-cum-Physical Trainer	9190-15510	16180-29180
	Mess Manager-cum-Assistant Warden	7480-11910	13210-22360
	Matron	7480-11910	13900-24040
	Store Keeper Gr. II (Electronics, Photonics, PS&RT)	7480-19910	13210-22360
	Asst. Matron	6680-10790	11620-20240
	Garden Maistry	5250-8390	9190-15780
	Gardner	4750-7820	8730-13540
	Room Boy (Guest House & Athidhi Bhavan)	4630-7000	8730-13540
	Mochee	4510-6230	8500-13210
	Cook	4750-7820	8960-14260

- a. HG Ratio 2:1
b. HG Ratio 1:1
c. Grade Ratio 1:1:1
*. Only for the present incumbent as far as these posts are concerned.
e. The practice of promotion of Office Supdt as SO (FC&D) Section Officer FC & D HG) and Pool Officer will be discontinued and the present incumbent holding the post alone will be allowed to continue in their corresponding revised scale.
f. Grade Ratio 1:1:1:1
g. 1/3 will be in the HG on Rs.24040-36140
h. The Ratio between Overseer Gr.I and Gr.II will be 1:1
i. (2:2:1 ratio promotion between Driver Gr. II, Gr. I and Sr. Gr. in the scale of pay of Rs.10480-17420 and Rs.11620-18740 to Gr. I and Sr. Gr. respectively. 10% of the Driver Sr. Gr. will be placed as Driver Sel. Gr. in the scale of pay Rs.14620-23480.
j. Grade ratio 5:1 between Security Guard and Security Guard HG (Head Security Guard)

KERALA AGRICULTURAL UNIVERSITY

	Name of Post	Existing Scale of pay	Revised scale of pay
	UGC POSTS		
	Statutory Officers		
	Vice Chancellor	UGC	UGC
*	Registrar	25400-33100	44640-58640
	Comptroller	25400-33100	44640-58640
	Teaching Staff		
	Professor	UGC	UGC
	Associate Professor	UGC	UGC
	Asst. Professor	UGC	UGC
	Other Officers		
*	Director of Students welfare	25400-33100	44640-58640
	Library		
	University Librarian	UGC	UGC
	Deputy Librarian	UGC	UGC
	Assistant Librarian	UGC	UGC
	NON-UGC POSTS		
	ADMINISTRATIVE WING		
	Joint Registrar/ Senior Deputy Comptroller / Senior Administrative Officer	23200-31150	40640-57440
	Deputy Registrar/ Deputy Comptroller / Estate Officer/ Financial Assistant/ Administrative Officer Gr. I	20700-26600	36140-49740
	Assistant Registrar HG/ Assistant Comptroller HG/Recruitment Officer HG/ Administrative Officer Higher Grade	16650-23200	29180-43640
a	Assistant Registrar/Assistant Comptroller/ Recruitment Officer/ Administrative Officer Grade-II	12930-20250	22360-37940
	Section Officer Hr.Gr.	11910-19350	20740-36140
b	Section Officer	10790-18000	18740-33680
	Assistant Selection Grade	9590-16650	16980-31360
	Assistant Senior Grade	9190-15510	16180-29180
c	Assistant	7990-12930	13900-24040

	Name of Post	Existing Scale of pay	Revised scale of pay
*	Clerical Assistant (Sel.Gr.)	7990-12930	13900-24040
*	Clerical Assistant (Sen.Gr)	6680-10790	11620-20240
b	Clerical Assistant (Hr.Gr.)	5650-8790	10480-18300
	Clerical Assistant	5250-8390	9190-15780
*	Duplicating Machine Operator Selection Grade	7990-12930	13900-24040
	Duplicating Machine Operator Senior Grade	6680-10790	11620-20240
	Duplicating Machine Operator Grade-I	5650-8790	9940-16580
g	Duplicating Machine Operator Grade-II	5250-8390	9190-15780
*	Class-IV Employee Selection Grade	5650-8790	9940-16580
	Class-IV Employee Senior Grade	5250-8390	9190-15780
c	Class-IV Employee Grade.I	4750-7820	8730-13540
	Class-IV Employee Grade.II	4510-6230	8500-13210
	Daffedar	5250-8390	9190-15780
	LIBRARY		
	Reference Assistant Hr. Gr./Asst. Librarian Gr.II	11070-18450	20740-36140
	Reference Assistant	10790-18000	18740-33680
	Technical Assistant	9590-16650	16980-31360
	Library Assistant	8390-13270	14620-25280
	FAIRCOPY SECTION		
*	Pool Officer	12930-20250	22360-37940
d	Section Officer (FC&D) Hr. Gr.	11910-19350	20740-36140
	Section Officer (FC&D)	10790-18000	18740-33680
e	Office Superintendent HG		20740-36140
	Office Superintendent	10790-18000	18740-33680
f	Typist Selection Grade	9590-16650	16980-31360
	Typist Senior Grade	9190-15510	16180-29180
	Typist Grade-I	7990-12930	13900-24040
	Typist Grade-II	6080-9830	10480-18300
	COMPUTER SECTION		
	Systems Manager	16650-23200	29180-43640
	Programmer	12930-20250	22360-37940
	Jr. Programmer	11070-18450	20740-36140
*	Data Entry Operator	Not fixed	13210-22360

	Name of Post	Existing Scale of pay	Revised scale of pay
	TECHNICAL STAFF IN TEACHING DEPARTMENT		
	Scientific Officer	16650-23200	29180-43640
	Technical Officer Grade-I	12930-20250	22360-37940
	Technical Officer Grade-II	12250-19800	21240-37040
	Technical Assistant	11070-18450	19240-34500
	LAB		
	Bacteriology Assistant/Graduate Laboratory Assistant/ Laboratory Technician/ Analyst/ Research Assistant	11070-18450	19240-34500
*	Lab Assistant Sel. Grade	7990-12930	13900-24040
	Lab Assistant Senior Grade	7990-12930	13900-24040
	Lab Assistant Grade-I	7480-11910	13210-22360
g	Lab Assistant Grade-II	5650-8790	9940-16580
	Assistant Chemist	8790-13610	15380-25900
	FARM STAFF		
*	Senior Farm Superintendent (Agriculture)	11910-19350	20740-36140
	Farm Manager-I (Agriculture)	10790-18000	18740-33680
	Farm Manager-II (Agriculture)	10790-18000	18740-33680
	Farm Officer Sel. Grade (Agriculture)	9590-16650	16980-31360
h	Farm Officer Sen. Grade (Agriculture)	9190-15510	16180-29180
	Farm Officer Grade I (Agriculture)	7990-12930	13900-24040
	Farm Officer Grade II (Agriculture)	6080-9830	10480-18300
*	Senior Farm Supervisor (Vety)	11910-19350	20740-36140
	Farm Supervisor Grade-I (Vety)	10790-18000	18740-33680
	Farm Supervisor Grade-II (Vety)	10790-18000	18740-33680
	Farm Assistant Sel. Grade (Vety)	9590-16650	16980-31360
i	Farm Assistant Sen. Grade (Vety)	9190-15510	16180-29180
	Farm Assistant Grade I (Vety.)	7990-12930	13900-24040
	Farm Assistant Grade II (Veterinary)	6080-9830	10480-18300
	Processing Technology Assistant	8790-13610	15380-25900
	Dairy Assistant	8790-13610	13900-24040
	Field man (Fisheries)	6080-9830	10480-18300
	Syce	5650-8790	9940-16580
	Field Supervisor	4630-7000	8730-13540
	Fisherman	4630-7000	8730-13540

	Name of Post	Existing Scale of pay	Revised scale of pay
	ENGINEERING/TECHNICAL WING		
	Director of Physical plant	25400-33100	36140-49740
*	Executive Engineer (HG)	20700-26600	36140-49740
	Instrumentation Engineer	16650-23200	36140-49740
	Executive Engineer	16650-23200	36140-49740
j	Assistant Executive Engineer (Electrical/Mech/Civil)	12250-19800	21240-37040
	Assistant Engineer (Electronics/Agri Engineering)	11070-18450	20740-36140
	Assistant Engineer (Civil/Electrical/Mechanical)	11070-18450	20740-36140
	Overseer Grade-I	9190-15510	13900-24040
I	Overseer Grade-II	7480-11910	13900-24040
	Pump Operator Selection Grade	7990-12930	13900-24040
*	Pump Operator Senior Grade	6680-10790	11620-20240
	Pump Operator Grade-I	5650-8790	9940-16580
g	Pump Operator Grade-II	5250-8390	9190-15780
	Lineman	5250-8390	8730-13540
	Workshop Attender	5250-8390	9190-15780
	Workshop Mate	4510-6230	8500-13210
	Assistant Agricultural Engineer (Higher Grade)	13610-20700	24040-38840
	Assistant Agricultural Engineer	12250-19800	21240-37040
	Training Assistant	9190-15510	16180-29180
	Technical Assistant (Statistics)	9190-15510	16180-29180
	Technical Assistant in the All India Co-ordinated Research Project on Biological Control of Crop Pests under the Kerala Agricultural University	9190-15510	16180-29180
	Trade Assistant	7990-12930	11620-20240
	Senior Technical Supervisor	11910-19350	20740-36140
*	Technical Supervisor Grade-I	10790-18000	18740-33680
	Technical Supervisor Grade-II	10790-18000	18740-33680
	Technician Selection Grade	9590-16650	16980-31360
	Technician Senior Grade	9190-15510	16180-29180
	Technician Grade-I	7990-12930	13900-24040
g	Technician Grade-II	6080-9830	8960-14260
	TRANSPORT WING		

	Name of Post	Existing Scale of pay	Revised scale of pay
*	Vehicle Supervisor (HDV)	9590-16650	16980-31360
k	HDV Driver Selection Grade	9190-15510	14620-25280
	HDV Driver Senior Grade	7990-12930	11620-20240
	HDV Driver Grade-I	7480-11910	10480-18300
	HDV Driver Grade-II	6680-10790	9190-15780
*	Vehicle Supervisor (LDV)	8390-13270	14620-25280
k	LDV Driver Selection Grade	7990-12930	14620-25280
	LDV Driver Senior Grade	6680-10790	11620-20240
	LDV Driver Grade-I	5650-8790	10480-18300
	LDV Driver Grade-II	5250-8390	9190-15780
*	Bus Attendant Selection Grade	7990-12930	13900-24040
	Bus Attendant Senior Grade	7990-12930	13900-24040
	Bus Attendant Grade-I	6680-10790	11620-20240
g	Bus Attendant Grade-II	6080-9830	8960-14260
*	Tractor Driver Selection Grade	7990-12930	13900-24040
	Tractor Driver Senior Grade	6680-10790	11620-20240
m	Tractor Driver Grade-I	5650-8790	10480-18300
	Tractor Driver Grade-II	5250-8390	9190-15780
	Skipper Grade-II	11070-18450	19240-34500
	Engineer in Charge	8790-13610	15380-25900
	Gear Technician	5650-8790	9940-16580
	Deck Hand	4510-6230	8500-13210
	PRINTING PRESS		
	Press Manager	12930-20250	18740-33680
	General Foreman	9190-15510	16980-31360
	Sr. Foreman	8790-13610	16180-29180
	Senior Proof Reader	8790-13610	16180-29180
	Jr. Foreman	8390-13270	15380-25900
	Proof Reader Grade-I	8390-13270	15380-25900
	Proof Reader Grade-II	7990-12930	14620-25280
*	Printer/Compositor/Binder Selection Grade	8390-13270	14620-25280
n	Printer/Compositor/Binder Senior Grade	7990-12930	14620-25280
	Printer/Compositor/Binder Grade-I	7480-11910	13210-22360
	Printer/Compositor/ Binder Gr. II	5650-8790	9940-16580

	Name of Post	Existing Scale of pay	Revised scale of pay
	Copy Holder	6080-9830	10480-18300
	Computer (Press)	6080-9830	10480-18300
	SCHOOL STAFF		
	Headmaster	11070-18450	20740-36140
	Teacher HSA Selection Grade		19240-34500
	Teacher HSA Selection Grade	10790-18000	18740-33680
	Teacher HSA Senior Grade	9590-16650	16980-31360
o	Teacher HSA	8390-13270	14620-25280
	Teacher LPSA Selection Grade	9190-15510	16980-31360
	Teacher LPSA Senior Grade	8390-13270	16180-29180
	Teacher LPSA Grade-I	7990-12930	14620-25280
o	Teacher LPSA	6680-10790	11620-20240
	UPSA/SA (Malayalam Medium) UPSA Hindi	6680-10790	11620-20240
	Nursery School Assistant/School Assistant (Drawing/Physical Education/Music)	6680-10790	11620-20240
	SECURITY WING		
	Security Officer	10790-18000	20740-36140
	OTHER CATEGORIES		
	Public Relations Officer	12930-20250	22360-37940
	Labour Officer	12930-20250	22360-37940
	Language Editor	12930-20250	16180-29180
	Junior Statistician	12250-19800	14620-25280
	Technical Assistant (Stat.)	11070-18450	19240-34500
	Chief Artist	10790-18000	18740-33680
	Malayalam Translator	9190-15510	13210-22360
	Artist	8790-13610	15380-25900
	Photographer	8790-13610	15380-25900
*	Hostel Manager Senior Grade	7990-12930	13900-24040
	Hostel Manager Selection Grade	7990-12930	13900-24040
	Hostel Manager Grade-I	7480-11910	13210-22360
g	Hostel Manager Grade-II	5650-8790	9940-16580
*	Matron Selection Grade	7990-12930	13900-24040
	Matron Senior Grade	7990-12930	13900-24040
	Matron Grade-I	7480-11910	13210-22360
g	Matron Grade-II	5650-8790	9940-16580

	Name of Post	Existing Scale of pay	Revised scale of pay
	Cook-Cum-Caretaker	5650-8790	9940-16580
	Dark Room Assistant	5650-8790	9940-16580
	Ayah	4630-7000	8730-13540
	Helper	4630-7000	8730-13540
	Pharmacist	7480-11910	11620-20240

- * Only for the present incumbent as far as these posts are concerned.
- a.** Existing 1:2 ratio between Assistant Registrar HG and Assistant Registrar will continue.
- b.** 1:1 Ratio promotion between Clerical Asst. and Clerical Asst. HG
- c.** 2:1 Ratio promotion between Gr. II and Gr. I
- d.** The practice of promotion of Office Supdt as SO (FC&D), Section Officer (FC&D HG) and Pool Officer will be discontinued and the present incumbents holding the post alone will be allowed to continue in their corresponding revised scale of existing scale of pay. (Only for the present incumbent as far as these posts are concerned.)
- e.** 1:1 Ratio between Office Supdt. and Office Supdt. HG
- f.** 1:1:1:1 Ratio Promotion between Typist Gr. II, Gr. I, Sen. Gr. and Sel. Gr.
- g.** TBHG as applicable to Govt. Employees
- h.** 2:2:1 Ratio Promotion between Farm Officer Gr. II, Gr.I and Sen. Gr. in the scale of pay of Rs.13900-24040 and 16180-29180 to Gr. I and Sen. Gr. respectively
- i.** 5:2:1 Ratio Promotion between Farm Officer (Vety) Gr. II, Gr.I and Sen. Gr. in the scale of pay of Rs.13900-24040 and 16180-29180 to Gr. I and Sen. Gr. respectively
- j.** 1/3rd of the post will be in HG in the scale of 24040-38840.
- k.** 2:2:1 ratio promotion between Driver Gr. II, Gr. I and Sr. Gr. in the scale of pay of Rs.10480-18300 and Rs.11620-20240 to Gr. I and Sr. Gr. respectively. 10% of the Driver Sr. Gr. will be placed as Driver Sel. Gr. in the scale of pay Rs.14620-25280.
- l.** Overseer Grade II upgraded as Grade I
- m.** 1:1 ratio between Tractor Driver Gr.II and Gr.I in the scale of pay of Rs. 10480-18300 to Gr.I
- n.** Ratio promotion 2:2:1 between Gr.II, Gr.I and Sr.Gr.
- o.** TBHG is applicable



GOVERNMENT OF KERALA
Abstract

Revision of Pay and Allowances of University Employees - Recommendations of the 9th Pay Revision Commission –Implementation - Erratum- Orders issued.

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FINANCE (PRC-C) DEPARTMENT

G.O/(P) No. 144/2011/Fin

Dated, Thiruvananthapuram, 30/03/2011

Read:- 1. G.O. (P) No. 86/2011/Fin. Dated 26-02-2011

ORDER

As per Government order read as 1st paper above, Government have issued order revising the pay and allowances of university employees of the State. The above G.O. was also uploaded on the website of the Finance Department, Government of Kerala.

2. On scrutiny, it was found that certain minor omissions and typographical errors had inadvertently occurred in the above Government Order. Government are now pleased to make the following corrections/ additions in the above G.O. uploaded in the website.

This has concurrence of the Election Commission of India which was requested for because model code of conduct has come into effect from 01.03.2011 for the ensuing General Election of the Kerala Legislative Assembly.

3. Under the title **part-time contingent employees** (Para 7 of the G.O.) the following part sentence is prefixed to the existing second sentence (i.e, after the first sentence).

“In the case of those who have completed 8/ 16/ 23 years of service and have been drawing the basic remuneration and in addition, at an increase of Rs. 150/-, Rs. 150/-, Rs. 100/- respectively.”

In the last part of the fourth sentence the existing 8, 15, and 22 is replaced as 8, 15, 22 and 27 years.

The following is added as last sentence of para 9. "The existing rate of CCA to those who are working in designated cities is enhanced to Rs 50 per month.

4. **In Annex II, Rules for fixation of pay in the revised scale** under the title Principles of option Para 26 (a) will be substituted as follows:

"An employee can exercise option to come over to the revised scale of pay with effect from 01-07-2009 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 one year from the date of this Government Order, whichever is earlier."

5. In the **Annex IV, Schedule of Posts and revised Scales**, there have been certain typographical errors/ omissions. Those typographical errors/ omissions have been rectified and the schedule has been corrected. Accordingly these corrected version of the schedule of post and revised scale shall replace the schedule of posts and revised scales published in the G.O. (P) 86/2011/Fin. dated 26-02-2011. The corrected version of the schedule will also be published on the website with immediate effect.

6. The printed version of the G. O. (P) No. 86/2011/Fin, dated 26-02-2011 shall be inclusive of the errata mentioned above and the corrected version of schedule of post, scales of pay and allowances.

(By Order of the Governor)

Dr. A.K. Dubey
Principal Secretary (Finance)

To

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

The Principal Accountant General (Audit) Kerala, Thiruvananthapuram.

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

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/ Kochin/ Calicut/M.G./ Kannur / Sanskrit (with C.L.)

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

Secretary, Kerala State Electricity Board (with C.L.)

The General Manager, Kerala State Road Transport Corporation (with C.L.)

The Registrar, High Court, Ernakulam (with C.L.)

The Private Secretaries to Chief Minister and Other Ministers

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

Director of Public Relations, Thiruvananthapuram.

The Secretary to Governor.

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

The Regional Manager, Union Bank of India, Ernakulam.

The Assistant Divisional Manager, Central Bank of India, Thiruvananthapuram.

The Senior Manager, Canara Bank, Thiruvananthapuram.

The Chief Regional Manager, State Bank of India, Thiruvananthapuram.

The Divisional Manager, Syndicate Bank, Thiruvananthapuram.

The Regional Manager, Vijaya Bank, Thiruvananthapuram.

The Regional Manager, Indian Overseas Bank Thiruvananthapuram.

The Director of Treasuries, Thiruvananthapuram.

The District Treasuries/ Sub Treasuries.