

## **ORGANISATION**

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3. Adv.T.V.George, Member

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25. Sri. Muraleedharan., Driver
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27. Sri.T.S.Vijayakumar (Security KEXCON)
28. Sri. Padmakumar G. (Security KEXCON)
29. Sri. Reghupalan Nair B.S. (Security KEXCON)
30. Smt.Girija K., Part-time Sweeper

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## CHAPTER 1 INTRODUCTION

- 1.1 The Government of Kerala constituted the 10<sup>th</sup> Pay Revision Commission with **Justice C.N. Ramachandran Nair**, Former Judge, High Court of Kerala as Chairman, **Sri. K.V. Thomas**, former Director of Treasuries and Additional Secretary Finance Department (Rtd) as Member Secretary, and **Advocate T.V. George** as Member vide G.O. (Ms) No.583/2013/Fin. dated 30/11/2013 to study and make recommendations for the revision of pay and allowances and allied matters in respect of employees under Government Service including Part-time Contingent employees and Casual Sweepers, Local bodies, Aided Educational Institutions and University employees, except those posts covered by UGC/AICTE/Central Schemes. The Commission accordingly submitted a comprehensive report containing its recommendations to the Government on 13/07/2015. In the mean time, Government entrusted the Commission to examine and suggest the revision of pay, pension and allied matters of employees and pensioners of the Kerala Water Authority vide G.O. (Ms) No.534/2014/Fin. dated 10/12/2014.
- 1.2 The Commission sought details regarding the existing posts, pay and allowances, pension, financial statements etc required for examination of revision in February 2015 and the Managing Director, Kerala Water Authority submitted the same later. The organisations/trade unions and the concerned were requested by the Commission to submit representations through the Managing Director, which was duly handed over to the Commission on 05.08.2015. The Commission held discussions with the two recognised Trade Unions as well as others during 7 to 9<sup>th</sup> of October 2015. Discussions with the Managing Director (in charge) were held on 09.10.2015.
- 1.3 The Pay and allowances and Pension structure in the Authority are almost similar to that in the State Government, except for a slight variation in the scales. As the Commission has already dealt with the pay and pension structure of the State Government employees, only minor adjustments to adapt to the situation prevailing in Water Authority were necessitated. However, the Commission has also considered the matter independently so as to arrive at a just conclusion.
- 1.4 While going through the process, the Commission had the opportunity to discuss and analyse some of the issues which needed attention in the public perspective. Though not entirely related to revision of pay, the Commission cannot help raising the issues and the same is reflected in the General Chapter.
- 1.5 The Commission is grateful to the representatives of all the Unions, officers and staff of the Kerala Water Authority for their valuable co-operation and earnest efforts in providing sufficient information and data relating to the Authority to the Commission in time.

## CHAPTER 2

### KERALA WATER AUTHORITY – AN OVERVIEW

- 2.1** The Kerala Water Authority was originally constituted by the Government of Kerala, under the name Kerala Water and Waste water Authority on 1<sup>st</sup> April 1984 through the proclamation of the Kerala Water and Waste water Ordinance and later by the enactment of the Kerala Water supply and Sewerage Act, 1986. The Authority was established by vesting the properties and assets of the erstwhile Public Health Engineering Department under section 16 of the Act and the assets, rights and liabilities of the local bodies and the Kerala State Rural Development Board in so far as they pertain to the execution of water supply and sewage schemes under section 18 of the Act. According to the said Act, the preparation, execution, promotion, operation, maintenance and financing of the schemes for the supply of water and the disposal of the waste water are vested with the Kerala Water Authority. Section 15 of the Act empowers the Authority, among other things, to borrow money for discharging its functions.
- 2.2** Kerala Water Authority has its Head Office at Jala Bhavan, Thiruvananthapuram headed by Managing Director. There are three Regional Offices headed by Chief Engineers at Thiruvananthapuram, Kochi and Kozhikode. A Chief Engineer's Office is functioning at Thiruvananthapuram for the Japan International Corporation Agency (JICA) Projects. WASCON, the consultancy wing of Water Authority is headed by a Chief Consultant in the rank of a Chief Engineer. The Authority has 13 circle offices, 44 Division offices including 14 Project and 3 Quality Control Divisions, 101 Sub Divisions and 225 Section Offices under the Regional Offices. Circles, Divisions, Sub Divisions and Section Offices are headed by Superintending Engineers, Executive Engineers, Assistant Executive Engineers and Assistant Engineers respectively. In addition, there is a State referral Lab at Kochi headed by a Director, in the rank of a Superintending Engineer.
- 2.3** The Authority has provided more than 18 lakh house connections and two lakh street taps. New schemes are being commissioned and the number of connections is on the increase.
- The main functions of the Kerala Water Authority are -
- (i) Preparation, execution, operation, maintenance and financing of the schemes for the supply of water and disposal of waste water.
  - (ii) Planning for the State's water supply and sewerage requirements.
  - (iii) Preparation of State Plans for water supply and collection and

disposal of waste water on the directions of the Government.

- (iv) Establishment of State standards for water supply and waste water services.
- (v) Carrying out applied research for the efficient discharge of the functions of the Authority.
- (vi) Making provisions for the supply of wholesome water and efficient sewerage service to the people in the State.

**2.4** The Kerala Water Authority Board consists of the following members;

- (i) Chairman, appointed by the Government.
- (ii) Managing Director, appointed by the Government
- (iii) Secretary to Government, Water Resources Department, Government of Kerala.
- (iv) Secretary to Government, Finance Department, Government of Kerala.
- (v) Secretary to Government, Local Self Government Department, Government of Kerala.
- (vi) Secretary to Government, Rural Development Department, Government of Kerala.
- (vii) Two members representing the Local Bodies in the State, appointed by the Government.
- (viii) Two members appointed by the Government, one of whom shall be a member belonging to the SC/ST.
- (ix) A Technical Member, appointed by the Government.
- (x) An Accounts Member, appointed by the Government.

**2.5** The activities of Kerala water Authority are centred on the divisions. The various Divisions and their functions are as follows;

**a. Water Supply / P.H. Divisions**

Handles the Operation & maintenance of water supply schemes run by Kerala Water Authority. Collection of water charges and the

deposit works of Local Bodies are also carried out by these divisions.

**b. Project Divisions**

These divisions are constituted exclusively for the execution of various projects of drinking water and sewerage schemes.

**c. Investigation, Planning and Design Division**

Undertakes the work of Investigation, planning and design of various urban and rural water supply schemes and sewerage schemes.

**d. State Referral Lab/Quality Control Divisions**

Engaged in Water quality surveillance/ monitoring and act as a Referral agency to guide the public as well as the Government in all cases of drinking water quality problems.

**e. Water and Sanitation Consultancy (WASCON)**

It is a consultancy wing of KWA, authorized to undertake consultancy in water works as well as sewerage works and construction works in Civil Engineering, provide services to LSGs while taking up infrastructure projects in water/sanitation sector.

**f. JICA schemes**

Undertakes the implementation of five major water supply schemes assisted by Japan International Co-operation Agency. To augment and rehabilitate water supply systems of two urban regions viz. Thiruvananthapuram and Kozhikode and to construct water supply systems for three rural regions viz. Meenad, Cherthala and Pattuvam.

**g. Stock verification**

There are two stock verification sub divisions functioning under Accounts Member. Two stock verification teams are also functioning. One is in charge of the physical verification of materials stored in different stores up to Ernakulam and the second one is in charge of offices beyond Ernakulam.

**h. Vigilance Wing**

There is a Vigilance Wing headed by a Deputy Chief Engineer and assisted by one Executive Engineer and two Assistant Executive Engineers. It functions under the control of Technical Member. They are entrusted with the task of detailed enquiry on the allegations against Officers and on the execution of different works including technical enquiry. The report submitted are scrutinized by a

Committee headed by the Technical Member to recommend further proceedings on each and every case.

**i. Internal Audit Wing**

Kerala Water Authority has its Internal Audit Wing with a section at headquarters and two teams headed by internal Auditors. These audit wings are deployed for the yearly audit of the accounts and other records of each of the Division Offices. They are also responsible for the follow up action with regard to the audit findings of the Accountant General, stock verification reports, internal Audit reports, special audit reports etc. They submit reports directly to the Accounts Member.

**j. Schemes Undertaken**

Kerala Water Authority is implementing 236 schemes in rural areas, 12 in urban areas and 5 schemes under JICA.

**k. Training Programme**

- (i)** The training wing established in September 1991 is under the control of Chief Engineer (HRD & GL) and the unit has 1 Executive Engineer, 2 Assistant Executive Engineers, 3 Assistant Engineers, 1 Senior Superintendent, 1 Junior Superintendent, 1 Draftsman, 2 Clerks, 2 Typists and 1 Peon.
- (ii)** In-house refresher training courses are offered to employees in technical, financial and managerial disciplines. The training courses are designed based on the guidelines provided in the report on 'Training needs analysis' prepared by the consultants, M/s North West Water International Limited, U.K. Each year a course calendar is prepared and approved by the Training Advisory Committee.
- (iii)** The training programme consists of In-house courses, External local courses, External national level courses, Post graduate Engineering courses, Part time courses and correspondence courses, Short – term courses in foreign countries and Induction level training to new recruits.

**2.6** Various categories of posts in the Authority can be classified as

- (i) Management
- (ii) Engineering/Technical Service
- (iii) Administrative Service
- (iv) Ministerial Service
- (v) Last Grade Service

**2.7** The term of office, mode of appointment, duties and responsibilities, delegation of powers etc. in respect of Management officials are as contemplated in the Kerala Water Supply and Sewerage Act 1986 and the amendments made in 1993. The terms and conditions of service, qualification and method of appointment in respect of Engineering and Technical categories are contained in the Special rules for Kerala Public Health Engineering State Service and Special Rules for Kerala Public Health Engineering Subordinate Service. Draft Service rules covering all the Technical categories in the Authority is pending approval of the government. The service conditions, qualifications, method of appointment etc in respect of Administrative, Ministerial and Last Grade categories are contemplated in the Kerala Water and Waste Water Authority Administrative, Ministerial and Last Grade Service Rules, 1986. Modified Special Rules covering the changes required consequent on the formation of Kerala Water Authority viz. the Kerala Water Authority (Administrative Ministerial and Last Grade) Service Rules was issued by the government vide G.O.(P) No.19/2011/WRD dated 1.03.2011.

## **2.8 Financials of the Authority**

Supply and distribution of potable water being an essential service, the Authority is still functioning more or less as a Government Department. The Authority is able to recover only a part of its operating and maintenance expenditure and as on 31-03-2015 is running an accumulated loss of Rs.2620 crore (provisional figure). It shows that water is provided at highly subsidised rates, though only to a category. However, the augmentation of future expansions and sustaining the rate will require considerable funds and unless the Authority is able to recoup a fair amount of its expenditure, the expansion programmes will be badly affected. It is high time the Authority turns in to an at least “No Loss – No Profit” situation without Government’s support. The following table shows the revenues and expenditure in brief-

Year	Operating Income	GOK grants	Operating expenditure	Salary & Pension	Excess of expenditure	Accumulated loss
2009-10	294.93	167.93	213.33	280.13	150.43	931.1
2010-11	319.37	199.72	228.42	313.3	173.24	1104.34
2011-12	320.03	191.52	224.99	366.13	239.97	1344.07



2012-13	328.4	228.66	247.86	468.94	319.26	1663.33
2013-14	344.82	198.65	253.95	543.54	459.65	2162.25
2014-15	382.84	225.16	268.92	559.78	457.84	2620.39

## CHAPTER 3

### PREVIOUS PAY REVISIONS OF KWA

**3.1** Five pay revisions were so far effected in Kerala Water Authority since its formation in 1984. All those pay revisions were given effect to from the same dates from which revision of pay was given effect to State Government Employees. As the pay scales in respect of KWA vary slightly from the State scales of pay with regard to minimum, maximum and increment rates since the 2<sup>nd</sup> Pay Revision (1992), the scales of pay of State Government employees cannot be adopted as such to the employees of the Kerala Water Authority. The details of previous pay scales applicable to Kerala Water Authority are given in the following paras.

#### **Revision of pay scales with effect from 1.07.1988.**

**3.2** The revision of pay scales of the employees of Kerala Water Authority was entrusted with the fifth Kerala Pay Commission (1988). That was the first Pay Revision in respect of the Kerala Water Authority since its formation in 1984. The new scales of pay were given effect from 1.07.1988. The Commission submitted its report on 28.07.1989. Government issued orders vide G.O.(P) No.14/90/LAD dated 13.2.1990 implementing the recommendations. The scales of pay applicable to the State Government employees were adopted as such to the employees of the Kerala Water Authority in the above revision. The revised scales of pay and pre-revised scales of pay as on 1.7.1988 were as shown below:

Sl. No.	Pre-revised (1983)	Sl. No.	Revised (1988)
1	550-10-650-15-800	1	750-10-760-15-805-20-925-25-1025
2	575-10-645-15-900	2	775-15-805-20-925-25-1100-30-1160
3	600-10-650-15-830-20-980	3	805-20-925-25-1100-30-1190
4	640-15-820-20-1000	4	825-20-925-25-1100-20-1250-40-1290
5	660-15-810-20-1050	5	845-20-925-25-1100-30-1250-40-1370
6	675-20-975-25-1125	6	865-20-925-25-1100-30-1250-40-1450
7	675-25-1100-30-1340		

8	700-20-940-25-1140	7	905-20-925-25-1100-30-1250-40-1490
9	740-20-920-25-1245	8	950-25-1100-30-1250-40-1530-60-1590
10	780-20-880-25-1080-30-1320	9	1000-25-1100-30-1250-40-1530-60-1710
11	825-25-1100-30-1430	10	1050-25-1100-30-1250-40-1530-60-1830
12	850-25-1100-30-1400-40-1600	11	1100-30-1250-40-1530-60-1830-80-2070
13	950-25-1100-30-1400-40-1640	12	1220-30-1250-40-1530-60-1830-80-2150
14	975-25-1100-30-1400-40-1720	13	1250-40-1530-60-1830-80-2230
15	1050-30-1200-40-2000	14	1330-40-1530-60-1830-80-2470-85-2555
16	1100-40-1500-50-2100	15	1370-40-1530-60-1830-80-2470-85-2640
17	1150-40-1470-50-2270	16	1450-40-1530-60-1830-80-2470-85-2725-100-2825
18	1250-50-1600-60-1900-75-2500	17	1590-60-1830-80-2470-85-2725-100-2925-125-3050
19	1300-60-1600-75-2650	18	1650-60-1830-80-2470-85-2725-100-2925-125-3175
20	1500-60-1560-75-2685	19	1830-80-2470-85-2725-100-2925-125-3425
21	1600-75-2200-85-2710	20	2070-80-2470-85-2725-100-2925-125-3550
22	1950-75-2100-85-2950	21	2470-85-2725-100-2925-125-3675
23	2100-85-2440-100-3040	22	2640-85-2725-100-2925-125-3675-140-3815
24	2250-100-2850-125-3350	23	2825-100-2925-125-3675-140-4095
25	2450-100-2850-125-3600	24	3050-125-3675-140-4095-170-4435
26	2600-100-2800-125-3800	25	3175-125-3675-140-4095-170-4605
27	3700-125-4200	26	4435-170-5285
		27	<b>Master Scale: 750-10-760-15-805-20-925-25-1100-30-1250-40-1530-60-1830-80-2470-85-2725-100-2925-125-3675-140-4095-170-5285</b>

**Revision of pay scales with effect from 1.03.1992**

**3.3** The revision of pay scales of the employees of Kerala Water Authority for the second time since its formation was entrusted with a Committee of officers constituted as per G.O.(Ms) No.26/94/LAD dated 31.01.1994. The Committee submitted its report in August 1994. The revised scales of pay were given effect from 1.03.1992. Slight increase in the increment rates as well as in the minimum/maximum of scales of pay ordered to the State Government employees were made in the revised scales of pay of the Kerala Water Authority. Number of scales of pay framed was 28 as against the 27 scales of pay in respect of State Government employees. The scales of pay of were as given below.

<b>Sl. No.</b>	<b>Pre-revised (1988)</b>	<b>Sl. No.</b>	<b>Revised (1992)</b>
1	750-10-760-15-805-20-925-25-1025	1	810-25-910-30-1090
2	775-15-805-20-925-25-1100-30-1160	2	835-25-910-30-1090-35-1230-45-1320
3	805-20-925-25-1100-30-1190	3	860-25-910-30-1090-35-1230-45-1365
4	825-20-925-25-1100-30-1250-40-1290	4	970-30-1090-35-1230-45-1500-65-1565
5	845-20-925-25-1100-30-1250-40-1370	5	1090-35-1230-45-1500-65-1695
6	865-20-925-25-1100-30-1250-40-1450	6	1125-35-1230-45-1500-65-1760
7	905-20-925-25-1100-30-1250-40-1490	7	1195-35-1230-45-1500-65-1760-85-1845
8	950-25-1100-30-1250-40-1530-60-1590	8	1275-45-1500-65-1760-85-2100
9	1000-25-1100-30-1250-40-1530-60-1710	9	1410-45-1500-65-1760-85-2355
10	1050-25-1100-30-1250-40-1530-60-1830	10	1455-45-1500-65-1760-85-2440
11	1100-30-1250-40-1530-60-1830-80-2070	11	1500-65-1760-85-2440-90-2710
12	1220-30-1250-40-1530-60-1830-80-2150	12	1630-65-1760-85-2440-90-2710-105-2815
13	1250-40-1530-60-1830-80-2230	13	1695-65-1760-85-2440-90-2710-105-2920
14	1330-40-1530-60-1830-80-2470-85-2555	14	1760-85-2440-90-2710-105-2920-130-3050
15	1370-40-1530-60-1830-80-2470-85-2640	15	2100-85-2440-90-2710-105-2920-130-3310
16	1450-40-1530-60-1830-80-2470-85-2725-100-2825	16	2185-85-2440-90-2710-105-2920-130-3440
17	1590-60-1830-80-2470-85-2725-100-2925-125-3050	17	2270-85-2440-90-2710-105-2920-130-3570
18	1650-60-1830-80-2470-85-2725-100-2925-125-3175	18	2440-90-2710-105-2920-130-3700

19	1830-80-2470-85-2725-100-2925-125-3425	19	2530-90-2710-105-2920-130-3700-150-4150
20	2070-80-2470-85-2725-100-2925-125-3550	20	2710-105-2920-130-3700-150-4300
21	2470-85-2725-100-2925-125-3675	21	3050-130-3700-150-4300-175-5175
22	2640-85-2725-100-2925-125-3675-140-3815	22	4000-150-4300-175-5350
23	2825-100-2925-125-3675-140-4095	23	4300-175-5350-190-5540
24	3050-125-3675-140-4095-170-4435	24	4650-175-5350-190-5730
25	3175-125-3675-140-4095-170-4605	25	5175-175-5350-190-5920
26	4435-170-5285	26	5350-190-6300
		27	5350-190-6300 plus special payRs.300
		28	5350-190-6300 plus special payRs.450
	<b>Master Scale: 750-10-760-15-805-20-925-25-1100-30-1250-40-1530-60-1830-80-2470-85-2725-100-2925-125-3675-140-4095-170-5285</b>		<b>Master Scale: 810-25(4)-910-30(6)-1090-35(4)-1230-45(6)-1500-65(4)-1760-85(8)-2440-90(3)-2710-105(2)-2920-130(6)-3700-150(4)-4300-175(6)-5350-190(5)-6300</b>

**Revision of pay scales with effect from 1.03.1997.**

**3.4** A Pay Revision Committee was constituted by the Government as per G.O. (Ms) No.66/97/IrD dated 6.09.1997 for revising the scales of pay (and allied matters) of employees of Kerala Water Authority in the context of the general Pay Revision of State Government employees. The Committee submitted its report in February 1999. The recommendations of the Committee were implemented by the Government as per G.O.(P)No.54/99/IrD dated 19/08/1999 making slight changes in the scales of pay recommended by the Committee giving effect to the revised scales from 1.03.1997.

Sl. No.	Pre-revised (1992)	Sl. No.	Revised (1997)
1	810-25-910-30-1090	1	2700-70-2980-75-3280-80-3600-85-3770
2	835-25-910-30-1090-35-1230-45-1320	2	2770-70-2980-75-3280-80-3600-85-3940-90-4210
3	860-25-910-30-1090-35-1230-45-1365	3	2840-70-2980-75-3280-80-3600-85-3940-90-4210-100-4510
4	970-30-1090-35-1230-45-1500-65-1565	4	3205-75-3280-80-3600-85-3940-90-4210-100-5010-125-5135
5	1090-35--1230-45-1500-65-1695	5	3440-80-3600-85-3940-90-4210-100-5010-125-5385

6	1125-35--1230-45-1500-65-1760-	6	3685-85-3940-90-4210-100-5010-125-5510
7	1195-35-1230-45-1500-65-1760-85-1845	7	3770-85-3940-90-4210-100-5010-125-5635-150-5785
8	1275-45-1500-65-1760-85-2100	8	4210-100-5010-125-5635-150-6235
9	1410-45-1500-65-1760-85-2355	9	4610-100-5010-125-5635-150-6235-175-7110
10	1455-45-1500-65-1760-85-2440	10	4710-100-5010-125-5635-150-6235-175-7110-200-7710
11	1500-65-1760-85-2440-90-2710	11	4810-100-5010-125-5635-150-6235-175-7110-200-7710-225-7935
12	1630-65-1760-85-2440-90-2710-105-2815	12	5135-125-5635-150-6235-175-7110-200-7710-225-8160
13	1695-65-1760-85-2440-90-2710-105-2920	13	5385-125-5635-150-6235-175-7110-200-7710-225-8385
14	1760-85-2440-90-2710-105-2920-130-3050	14	5635-150-6235-175-7110-200-7710-225-8385-250-9135
15	No corresponding scale	15	5635-150-6235-175-7110-200-7710-225-8385-250-9385-275-9660
16	2100-85-2440-90-2710-105-2920-130-3310	16	6585-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810
17	2185-85-2440-90-2710-105-2920-130-3440	17	6760-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11135
18	No corresponding scale	18	6935-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460
19	2270-85-2440-90-2710-105-2920-130-3570	19	7310-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460
20	2440-90-2710-105-2920-130-3700	20	7510-200-7710-225-8385-250-9385-275-10210-300-10810-325-11785
21	No corresponding scale	21	7710-225-8385-250-9385-275-10210-300-10810-325-12110
22	2530-90-2710-105-2920-130-3700-150-4150	22	7935-225-8385-250-9385-275-10210-300-10810-325-12110-350-12810
23	2710-105-2920-130-3700-150-4300	23	8385-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935
24	No corresponding scale	24	8635-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935-425-14360
25	3050-130-3700-150-4300-175-5175	25	10210-300-10810-325-12110-350-12810-375-13935-425-15635
26	4000-150-4300-175-5350	26	12810-375-13935-425-16485
27	4300-175-5350-190-5540	27	14360-425-16485-500-18485

28	4650-175-5350-190-5730	28	14785-425-16485-500-18985
29	5175-175-5350-190-5920	29	16485-500-18985
30	5350-190-6300	30	16985-500-19985
31	5350-190-6300 Plus Special Pay Rs.300	31	17485-500-20485
32	5350-190-6300 Plus Special Pay Rs.450	32	17985-500-20985
	<b>Master Scale: 810-25(4)-910-30(6)-1090-35(4)-1230-45(6)-1500-65(4)-1760-85(8)-2440-90(3)-2710-105(2)-2920-130(6)-3700-150(4)-4300-175(6)-5350-190(5)-6300</b>		<b>Master Scale: 2700-70(4)-2980-75(4)-3280-80(4)-3600-85(4)-3940-90(3)-4210-100(8)-5010-125(5)-5635-150(4)-6235-175(5)-7110-200(3)-7710-225(3)-8385-250(4)-9385-275(3)-10210-300(2)-10810-325(4)-12110-350(2)-12810-375(3)-13935-425(6)-16485-500(9)-20985.</b>

**Revision of pay scales with effect from 1.07.2004.**

**3.5** The IV<sup>th</sup> Pay Revision Committee for the revision of pay scales of the employees of Kerala Water Authority was constituted as per G.O.(Ms) No.64/2005/WRD dated 22.12.2005. The Committee submitted its report on 19.10.2006. Slight increase was recommended in increment rates as well as in the minimum and maximum of the scales of pay of Government employees. Accordingly, orders were issued as per G.O. (P)No.46/2007/WRD dated 30.07.2007 implementing the recommendations of the Pay Revision Committee (only 25 scales of pay were accepted by the Government against the 26 scales proposed by the Pay Revision Committee). As Government have modified the first six scales of pay in the schedule of standard scales of pay of the 8<sup>th</sup> Pay Revision of State Government employees, the first six scales of pay of the employees of Kerala Water Authority were also modified as per G.O.(P) No.57/2010/WRD dated 13/09/2010 giving retrospective effect from 1.07.2004. The pre and post revised scales were as follows-

Sl. No.	Pre-revised (1997)	Sl. No.	Revised (2004)
1	2700-70-2980-75-3280-80-3600-85-3770	1	4750-130-4880-140-5440-150-5890-160-6690-180-6870
2	2770-70-2980-75-3280-80-3600-85-3940-90-4210	2	4880-140-5440-150-5890-160-6690-180-7410-190-7790
3	2840-70-2980-75-3280-80-3600-85-3940-90-4210-100-4710	3	5020-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610
4	3205-75-3280-80-3600-85-3940-90-4210-100-5010-125-5135	4	5300-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610-250-9110
5	3440-80-3600-85-3940-90-4210-100-5010-125-5385	5	5740-150-5890-160-6690-180-7410-190-8170-220-8610-250-9610

6	3685-85-3940-90-4210-100-5010-125-5510	6	6210-160-6690-180-7410-190-8170-220-8610-250-9860-290-10730
7	3770-85-3940-90-4210-100-5010-125-5635-150-5785	7	6690-180-7410-190-8170-220-8610-250-9860-290-10730-340-11070
8	4210-100-5010-125-5635-150-6235		
9	4610-100-5010-125-5635-150-6235-175-7110	8	8170-220-8610-250-9860-290-10730-340-11410-390-12580-450-13030
10	4710-100-5010-125-5635-150-6235-175-7110-200-7710		
11	4810-100-5010-125-5635-150-6235-175-7110-200-7710-225-7935	9	8610-250-9860-290-10730-340-11410-390-12580-450-13480
12	5135-125-5635-150-6235-175-7110-200-7710-225-8160		No corresponding scale
13	5385-125-5635-150-6235-175-7110-200-7710-225-8385		No corresponding scale
14	5635-150-6235-175-7110-200-7710-225-8385-250-9135	10	9360-250-9860-290-10730-340-11410-390-12580-450-16180
15	5635-150-6235-175-7110-200-7710-225-8385-250-9385-275-9660		
16	6585-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810		No corresponding scale
17	6760-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11135	11	11070-340-11410-390-12580-450-16180-500-18680
18	6935-175-7110-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460	12	11410-390-12580-450-16180-500-20680
19	7310-200-7710-225-8385-250-9385-275-10210-300-10810-325-11460	13	12910-390-12580-450-16180-500-20680-550-21230
20	7510-200-7710-225-8385-250-9385-275-10210-300-10810-325--11785	14	12580-450-16180-500-20680-550-21780
21	7710-225-8385-250-9385-275-10210-300-10810-325-12110		
22	7935-225-8385-250-9385-275-10210-300-10810-325-12110-350-12810		No corresponding scale
23	8385-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935	15	13030-450-16180-500-20680-550-22330
24	8635-250-9385-275-10210-300-10810-325-12110-350-12810-375-13935-425-14360	16	13930-450-16180-500-20680-550-22880



25	10210-300-10810-325-12110-350-12810-375-13935-425-15635	17	16680-500-20680-550-25630
26	12810-375-13935-425-16485	18	21230-550-26180-600-26780-650-30030
27	14360-425-16485-500-18485	19	23430-550-26180-600-26780-650-31980-700-33380
28	14785-425-16485-500-18985		No corresponding scale
29	16485-500-18985	20	26780-650-31980-700-34080
30	16985-500-19985	21	27430-650-31980-700-34780
31	17485-500-20485	22	28080-650-31980-700-35480
32	17985-500-20985	23	28730-650-31980-700-36180
	<b>Master Scale: 2700-70(4)-2980-75(4)-3280-80(4)-3600-85(4)-3940-90(3)-4210-100(8)-5010-125(5)-5635-150(4)-6235-175(5)-7110-200(3)-7710-225(3)-8385-250(4)-9385-275(3)-10210-300(2)-10810-325(4)-12110-350(2)-12810-375(3)-13935-425(6)-16485-500(9)-20985</b>		<b>Master Scale : 4750-130-4880-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610-250-9860-290-10730-340-11410-390-12580-450-16180-500-20680-550-26180-600-26780-650-31980-700-36180</b>

Note: Scales of pay under sl nos.12,13,16,22 and 28 in the pre-revised scales were not seen assigned to any category. Scales of pay of.Rs.7600-12190 and Rs.9610-16680 in the revised scales (2004) were not seen assigned to any category. Total number of scales of pay in the 4<sup>th</sup> Pay Revision (2004)was 25.

### **Revision of pay scales with effect from 1.07.2009.**

**3.6** The Ninth Pay Revision Commission for the revision of pay scales of the government employees of Kerala was entrusted with the revision of Pension/pay and allowances to the employees of Kerala Water Authority vide G.O.(Ms) No.681/2010/Fin dated 14.12.2010. The Commission submitted its report in March 2011. Slight increase was recommended in increment rates as well as in the minimum and maximum from the scales of pay of Government employees. Accordingly, orders were issued as per G.O. (P) No.58/2012/Fin dated 19.01.2012 implementing the recommendations of the Pay Revision Commission regarding the recommendation of pay and allowances. The 25 scales of pay suggested by the commission were accepted by the Government. Orders on revision of pension was issued vide GO(P).368/2012/Fin dated 3.07.2012. The pre and post revised scales of pay of Kerala Water Authority as modified by Government along with the master scales in the modified form were as given below.

<b>Sl. No.</b>	<b>Pre-revised (2004)</b>	<b>Sl. No</b>	<b>Revised 2009</b>
1	4750-130-4880-140-5440-150-5890-160-6690-180-6870	<b>1</b>	8950-240-9430-250-9930-270-11010-300-12210-330-13200-360-14640
2	4880-140-5440-150-5890-160-6690-180-7410-190-7790	<b>2</b>	9190-240-9430-250-9930-270-11010-300-12210-330-13200-360-14640-400-16640
3	5020-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610	<b>3</b>	9430-250-9930-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440
4	5300-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610-250-9110	<b>4</b>	9930-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440
5	5740-150-5890-160-6690-180-7410-190-8170-220-8610-250-9610	<b>5</b>	10470-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870
6	6210-160-6690-180-7410-190-8170-220-8610-250-9860-290-10730	<b>6</b>	11610-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-27570
7	6690-180-7410-190-8170-220-8610-250-9860-290-10730-340-11070	<b>7</b>	12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-28270
8	7600-190-8170-220-8610-250-9860-290-10730-340-11410-390-12190	<b>8</b>	13560-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670
9	8170-220-8610-250-9860-290-10730-340-11410-390-12580-450-13030	<b>9</b>	14280-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-30440
10	8610-250-9860-290-10730-340-11410-390-12580-450-13480	<b>10</b>	15040-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-31210
11	9360-250-9860-290-10730-340-11410-390-12580-450-16180	<b>11</b>	16240-400-16440-450-18440-500-21440-570-23720-630-26870-700-29670-770-32750
12	9610-250-9860-290-10730-340-11410-390-12580-450-16180-500-16680	<b>12</b>	16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-32750-840-33590
13	11070-340-11410-390-12580-450-16180-500-18680	<b>13</b>	19440-500-21440-570-23720-630-26870-700-29670-770-32750-840-34430

14	11410-390-12580-450-16180-500-20680	<b>14</b>	19940-500-21440-570-23720-630-26870-700-29670-770-32750-840-36110
15	12190-390-12580-450-16180-500-20680-550-21230	<b>15</b>	21440-570-23720-630-26870-700-29670-770-32750-840-36110-910-38840
16	12580-450-16180-500-20680-550-21780	<b>16</b>	22010-570-23720-630-26870-700-29670-770-32750-840-36110-910-39750
17	13030-450-16180-500-20680-550-22330	<b>17</b>	22580-570-23720-630-26870-700-29670-770-32750-840-36110-910-39750-1000-40750
18	13930-450-16180-500-20680-550-22880	<b>18</b>	24350-630-26870-700-29670-770-32750-840-36110-910-39750-1000-41750
19	16680-500-20680-550-25630	<b>19</b>	32750-840-36110-910-39750-1000-43750-1100-44850
20	21230-550-26180-600-26780-650-30030	<b>20</b>	37020-910-39750-1000-43750-1100-49250-1200-50450
21	23430-550-26180-600-26780-650-31980-700-33380	<b>21</b>	40750-1000-43750-1100-49250-1200-54050
22	26780-650-31980-700-34080	<b>22</b>	44850-1100-49250-1200-54050-1300-56650
23	27430-650-31980-700-34780	<b>23</b>	49250-1200-54050-1300-57950
24	28080-650-31980-700-35480	<b>24</b>	50450-1200-54050-1300-59250-1400-60650
25	28730-650-31980-700-36180	<b>25</b>	52850-1200-54050-1300-59250-1400-63450
	<b>Master Scale : 4750-130-4880-140-5440-150-5890-160-6690-180-7410-190-8170-220-8610-250-9860-290-10730-340-11410-390-12580-450-16180-500-20680-550-26180-600-26780-650-31980-700-36180</b>		<b>Master Scale : 8950-240-9430-250-9930-270-11010-300-12210-330-13200-360-14640-400-16640-450-18440-500-21440-570-23720-630-26870-700-29670-770-32750-840-36110-910-39750-1000-43750-1100-49250-1200-54050-1300-59250-1400-63450</b>

## CHAPTER 4

### NEW PAY STRUCTURE

- 4.1** The Commission formulated the new pay structure of the State Government employees by looking into four different models, which holds good in this case also. Chapter 4 of the 10<sup>th</sup> Pay Commission Report elaborates the process. As such, the Commission is not going in to great details in this regard again.
- 4.2** The first method was based on the average Monthly Per Capita Expenditure under uniform reference period. MPCE increased by 84 per cent between the 64<sup>th</sup> (2007-08) and 68<sup>th</sup> (2011-12) rounds of the NSS. The price increase between 2011-12 and Nov 2014 was of the order of 30 per cent and hence the value of the average consumption basket of an average family (family size of 3.5) in Kerala in November 2014 would be Rs 13155 going by the MPCE<sub>URP</sub>. Whereas the second method was based on MPCE<sub>MMRP</sub> (modified mixed reference period), which returned a figure of Rs.13901. The third model was based on the practice to compare the salary of the last grade employee with the per capita state income. This came to about Rs.16345. The fourth method adopted was by fixing the minimum pay on the basis of increase in per capita income at constant prices, which may be arrived as below-

i. Basic pay as on 1.07.2014	Rs.8500
ii. Increase in per capita income (at constant prices) during 2009-10 to 2013-14)	Rs.1086
iii. DA as on 1-7-2014 (80%)	Rs.7160
	<hr/>
Total	Rs.17196
	<hr/>

- 4.3** Water Authority is essentially a service organisation serving the public at subsidised rates and its operational income is much less than even production cost, not to talk about salary and pension liability. The Commission feels that tariffs should be increased and Water Authority should extend its operations to earn better income and since its operations are essentially commercial in nature, in course of time, it should make surplus. Until then, the Commission feels that the employees are entitled to only salary and benefits comparable to the staff of Government Departments or at the maximum have a slight edge which the Commission proposes to recommend. However, Commission makes it clear that as and when the Water Authority generates surplus, credit should be given to the employees and they should be given benefits as bonus or incentive commensurate with the income generated. In the circumstances, the Commission would be

inclined to adopt the fourth model mentioned above and recommends a minimum pay of Rs.17500. The Commission also recommends to limit the maximum pay at Rs.1,23,000/-which is 7.03 times higher than the minimum pay and compares well with the ratio in the State Government Pay structure. The increment rates will range between Rs.500 to Rs.2600. In the circumstances, the Commission recommends a master scale as given below-

SI No	Existing Scale	Stages	Proposed scale	Stages
1	8950-14640	20	17500-37800	30
2	9190-16640	24	18000-38800	30
3	9430-18440	27	19000-40800	30
4	9930-21440	31	20100-42900	30
5	10470-26870	38	21850-53300	36
6	11610-27570	35	23100-56000	36
7	12210-28270	34	24400-58700	36
8	13560-29670	32	27100-60200	33
9	14280-30440	31	28500-63200	33
10	15040-31210	30	30000-66500	33
11	16240-32750	29	32400-69800	32
12	16640-33590	29	33200-71600	32
13	19440-34430	24	38800-79000	30
14	19940-36110	25	39800-81000	30
15	21440-38840	25	42900-85000	29
16	22010-39750	25	44000-87000	29
17	22580-40750	25	45100-89000	29
18	24350-41750	23	48500-93000	28
19	32750-44850	14	64850-99200	19
20	37020-50450	14	73400-103600	16
21	40750-54050	13	81000-110600	15
22	44850-56650	11	93000-115400	11
23	49250-57950	8	97000-117800	10
24	50450-60650	9	99200-120400	10
25	52850-63450	9	103600-123000	9

17500-500-19000-550-20650-600-22450-650-25700-700-  
29200-800-33200-900-36800-1000-41800-1100-47300-1200-  
53300-1350-58700-1500-63200-1650-69800-1800-77000-  
2000-93000-2200-110600-2400-117800-2600-123000.

### **Rules for fixation of pay in the revised scale.**

- 4.4 The Commission recommends the adoption of rules of fixation as recommended to the State Government employees. The Commission recommends for a fitment benefit of 12% of the existing basic pay subject to a minimum of Rs.2000. DA shall be fully neutralized at 80% as on 01.07.2014 and service weightage at ½% per completed year of service subject to a maximum of 15% shall be allowed. The amount of fitment benefit and service weightage taken together shall not exceed Rs.12000.
- 4.5 As recommended in the case of Government employees, the Commission recommends that the Pay Revision shall come into force with effect from 01.07.2014 and pay of all employees stand shifted to the New Scales from the date of implementation itself. The facility of option will stand discarded. Increments will be granted on due dates as if one had continued in the old scale without waiting for one year from the date of revision. The issue of junior-senior anomaly is not a probability but in any case if it occurs, that will be set right as per existing procedures. The following rules are proposed for fixation of pay in the revised scales.
- (i) The revised scales of pay shall come into force w.e.f.01.07.2014.
  - (ii) All employees who were in service as on 01.07.2014 shall be deemed to have come over to the new scales with effect from 01.07.2014.
  - (iii) Existing scale of pay for the purpose of these rules is the scale of pay as incorporated in G.O.(P).No.58/2012/Fin dated 19.01.2012.
  - (iv) Existing emoluments for the purpose of these rules shall be the total of :
    - (a) Basic pay in the existing scales as on 01.07.2014, including increments, if any, accruing on 01.07.2014 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 80% on such pay vide (a), (b) and (c) above.

Note: - Special pay, in addition to the pay drawn in the existing scale shall not be reckoned for fixation of pay in the revised scale.
  - (v) To the existing emoluments computed above, shall be added an amount equal to 12% of basic pay subject to a minimum of Rs.2000/- in Rule (iv)(a) above towards fitment benefit and another amount equivalent to ½% of basic pay, specified in Rule (iv)(a) 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.

- (vi) The amount so arrived at under Rule (v) above shall be stepped up to the next immediate stage in the revised scale of pay.
- (vii) If the amount arrived at under Rule (v) 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.
- (viii) In cases, where a senior employee promoted to a higher post before 1.7.2014, (other than a time bound higher grade) draws less pay in the revised scale than his Junior promoted to the higher post after 1.7.2014, 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 employee at the time of promotion has been drawing equal or more pay than the junior
  - (d) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay
  - (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.

- f. All appointments and promotions made on or after 1.7.2014 shall be deemed to have been made in the revised scale of pay.
- g. Provisional employees recruited through the employment exchanges who were in service on 30.6.2014 and continued thereafter shall be eligible for the minimum of the revised scale of pay only.

- h. Increments will be granted on due dates as if one had continued in the old scale without waiting for one year from the date of revision.
- i. An employee whose increment is withheld for want of declaration of probation on 1.7.2014 will also be allowed the benefit of fixation of pay by 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.
- j. 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 as on 01.07.2014 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.
- k. In the case of employees whose increment in the pre-revised scale is barred as punishment without cumulative effect, their pay as on 01.07.2014 (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.
- l. In the case of employees whose increment in the pre-revised scale is barred as punishment with cumulative effect, their pay as on 01.07.2014 (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.
- m. 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 as on 01.07.2014 (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 will be sanctioned only after the expiry of the remaining period of penalty.
- n. 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 01.07.2014 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.

4.6 **Time Bound Higher Grade:** The Commission recommends granting of TBHG to employees of KWA as is being given to Government employees. The following recommendations are made to streamline the scheme.

- i. "Table Scales" shall be dispensed with as it is not based on any definite criteria. Pay of those who have already received Time Bound Higher Grades on Time scales may be protected, if any loss occurs to them due to discarding of "Table Scales".
- ii. In cases where promotion post exists and the employee is qualified, Time Bound Higher Grade shall be allowed on promotion post's scale.
- iii. In cases where promotion post exists but the employee is not qualified, the Time Bound Higher Grade shall be allowed in the succeeding scale. The benefit of only one increment shall be given in such cases as it is not proper to encourage inefficiency by granting promotions. The pay of those who have already received the grades shall be protected. The Commission further recommends that the Government may review the system and altogether withdraw it after giving such employees adequate time to acquire the required qualifications.
- iv. In cases where no promotion post exists, Time Bound Higher Grade shall be granted on succeeding scale. Declaration of probation in the entry post shall be a requirement.
- v. Those entering service on scales 30000-66500 to 48500-93000 shall also be granted two Time Bound Higher Grades subject to the conditions mentioned above.
- vi. It has come to the notice of the Commission that there are persons who have served in a particular scale of pay for some period and then moved over to another post/category in the same scale of pay and that such persons are losing the benefit of service rendered in the previous post for calculation of Time Bound Higher Grade. Prior to 16/09/1985, the service in identical scales in two or more different posts were being reckoned for Time Bound Higher Grade. Subsequent to 16/09/1985, the position has changed and Government have taken a very technical stand that service in the post currently held alone will be reckoned for Time Bound Higher Grade. Since it has been noticed that this condition is causing heartburn to those who have come over from one post to another in identical scale of pay, there is some ground for a lenient view. Also the number of such persons are not too much. It is also noticed that in para 17, 18, 19 & 20 of Circular No.46/2008/Fin dated 08.08.2008, the benefit of service in different posts in identical scale is allowed for Time Bound Higher Grade in respect of certain posts

mentioned therein. It is therefore, recommended that service rendered by persons in identical scale of pay in different posts may be reckoned for calculating Time Bound Higher Grade promotion for different periods. In such cases, the entry post may be treated as the post to which the officer first joined duty in the relevant scale. This need be made applicable only to those in scales below 38800-79000.

- vii. The revised Time Bound Higher Grades shall accrue on the 7<sup>th</sup>, 14<sup>th</sup>, 21<sup>st</sup> and 27<sup>th</sup> years, as the case may be.

#### 4.7 The revised Time Bound Higher Grades will be as below-

Proposed Time Bound Higher Grades in revised scales

Sl No	Pay Range		No of grades	Time intervals (in years)			
	From	To					
1	17500-37800	21850-53300	4	7 <sup>th</sup>	14 <sup>th</sup>	21 <sup>st</sup>	27 <sup>th</sup>
2	23100-54650	28500-63200	3	7 <sup>th</sup>	14 <sup>th</sup>	21 <sup>st</sup>	
3	30000-66500	48500-93000	2	7 <sup>th</sup>	14 <sup>th</sup>		
4	64850-99200	103600-123000	0				

- 4.8 **Career Advancement Scheme:** The Career Advancement Scheme as prevailing in State Government Service is recommended to KWA also. Directly recruited Assistant Engineers will be eligible for Non-Cadre promotion to Assistant Executive Engineer on completion of 8 years' service and on completion of 15 years to the post of Executive Engineer.

#### APPROACH TOWARDS FUTURE PAY REVISIONS

- 4.9 Considering the huge additional commitments arising out of pay revisions, the present dispensation of 5 year periodicity is not financially viable for an organisation like KWA. We are of the view that the KWA will not be in a position to withstand the doubling or near doubling of pay scales of its employees every five years along with steady D.A increase at Central rates. It is with this in mind we have framed the new scales of pay and other benefits. We are therefore of the view that the new pay scales and pension revision recommended by us should be in force for 10 years.

## **RECOMMENDATIONS ON POSTS AND RELATED ISSUES**

- 4.10 The demands put forth by various service organizations, Individuals and KWA were considered in great detail and the Commission makes the following recommendations/observations. Only issues which require a mention have been included here as otherwise it will end up in voluminous proportions.

### **Electrical wing**

- 4.11 Several service organizations have outlined the necessity of an electrical wing and strengthening of it in KWA for the maintenance and strict control of electrical equipment. It was also informed that due to the absence of effective supervision of Electrical wing, several manipulations are going on the part of contractors and employees as well. This will ultimately affect the very existence of the organization. Hence strict supervision and control by competent officers are needed in this regard.

### **Existing system**

- 4.12 An Electrical wing was formed in the KWA for the operation and maintenance of electrical installations maintained by the Authority vide Go (RT)No.392/99/IRD dated 23.3.99. As per the GO, 2 posts of Assistant Executive Engineer, 2 posts of Assistant Engineer, 4 Draftsman Grade I (Overseer) were created and these posts were filled on deputation basis by competent persons from the Electrical Inspectorate. In view of the above GO, 1 Electrical wing each in Chief Engineers Office in Thiruvananthapuram and Kozhikode was formed and 1 Post of Assistant Engineer and 2 posts of Overseer Gr. I was attached to each Chief Engineers Office for the electrical wing vide Proceedings No.KWA/HO/E2-17492/94 dated 4.07.99. It was also mentioned in the proceedings that the posts would be filled up on deputation basis from the Electrical Inspectorate as a temporary arrangement or till the KWA Technical Special rules were approved and made effective whichever is earlier. Duties and responsibilities of the posts were also clearly defined in the proceedings.

### **Recommendation**

- 4.13 The demand of service organizations and individuals are reasonable. The strengthening of the electrical wing is essential for the maintenance and supervision of electrical installations and equipments in the Authority. It is seen that most of the electrical works in KWA are done under the supervision of Civil/Mechanical/Chemical Engineers, who are not competent to attend to such works. This leads to heavy financial loss and manipulations on the part of contractors and a section of employees. The Authority is using most modern Technologies like SCADA, Telemetry etc in Electrical Sub-divisions which also need Technical Know- how in the Electrical field. As per regulations of Indian Electricity Act, employees qualified in the particular field are essential for getting license to the heavy stations.( Now in KWA, the

One qualified electrical engineer is named in the 4 major stations under JICA (for getting license) To overcome the situation, the Commission recommends revamping of the existing electrical wing as follows;

- 1 post of Executive Engineer in Head Office.
- 1 post of Assistant Executive Engineer each in the three Regions,
- 1 posts of Assistant Engineer in each Circle
- 2 -3 Overseers in each Circle

- 4.14 The posts may be filled from employees having the prescribed qualifications as per the Indian Electricity Act, now working in KWA and if not available, from Irrigation or other Government Departments.

The electrical work including repairs, maintenance of electrical installations and equipments etc should be done on the advice and strict supervision of electrical wing. The Authority shall re-assign duties and responsibilities to each post in the changed circumstances in this regard.

### **Blue Brigade system**

- 4.15 KWA introduced "Blue brigade" system in 2010 to attend to complaints relating to leakages in distribution lines and service connections in Urban and rural water supply schemes, 24x7 basis. Even though most of the regular maintenance works are done through running contractors, in some cases it is not possible to ensure timely rectification of leakages due to increase in number of complaints and heavy work load. In order to rectify the unattended leakages departmentally and also to facilitate consumer friendly approach, KWA has constituted a team consisting of 3 workers viz 1 plumber/Fitter, 1 overseer under an Assistant Engineer. In the initial stage the system was introduced in Trivandrum. Owing to the effectiveness of the system, it was later extended to Kochi, Kollam and Kozhikode. The Authority has issued detailed procedure vide Proceedings KWA/JBIC/HQ/5564/MIS/07-08 dated 17.09.2010 for strengthening and establishing Blue Brigade in Various Offices. The system is reportedly effective and most of the service organizations have demanded to extend the system in all maintenance divisions. **Hence the KWA may consider extending Blue Brigade system to all maintenance divisions by re-arrangement of staff.**

### **Field Work**

- 4.16 Most of the service organizations have demanded to fix a criterion of a certain period of field experience for Assistant Engineers/AEEs. It was informed during discussion that some of the Assistant Engineers/AEEs are reluctant to work in Section /Sub-divisions Offices due to considerable work load and strain. Hence they prefer to work in Head Office, Divisions and Regional Offices or in other Offices where administrative nature of work is carried on. This is badly affecting the field activities. The Technical Member who

represented the management before the Commission also admitted that it is a big issue.

### **Recommendation**

- 4.17 The demand of the service organizations and individuals deserves consideration. Field experience is inevitable to achieve a certain level of expertise, which is of utmost importance to an organisation like KWA. The Engineers should be well versed with all technical /practical issues in managing the work in section Offices/Sub-divisions. Prolonged postings of Assistant Engineers/AEEs in administrative functions will erode their technical edge and the Commission recommends that a minimum of three years service in the field be made compulsory for such postings and it shall be by rotation i.e., after three years in the field one shall be eligible for an office posting and thereafter back to the field based on his term.

### **Operators**

- 4.18 The Operators (10470-26870) are working in the Pump houses and plants in Kerala Water Authority. They constitute about 25 % of the work force. The Operating category includes the post of Assistant Shift Operator, Mechanical Operator, Shift Operator, Pump Operator and Operator, commonly called as Operator. The promotion channel of Operator is Head Operator (14280-30440)-Mechanical Superintendent (16240-32750) and Assistant Executive Engineer. There are only 345 post of Head Operator and 6 post of Mechanical Superintendent which is not sufficient to fulfil promotion requirement of Operators. Only one incumbent has received promotion to the cadre of Assistant Executive Engineer. Presently the ratio between Operator and Head Operator is 5:1. During the discussion, Several Service organizations have mentioned that the Operators are getting only lesser promotion compared to other categories in KWA. The Sub-ordinate Legislation committee (2011-2014) reported that most of the Operators recruited through KPSC are retiring in the same cadre after a long term of service.

### **Recommendation**

- 4.19 Operators being the main work force in KWA, due consideration is necessary. Considering the lack of adequate promotion avenues for them, the Commission recommends the following-
- (i) At present, the post of Operator is not having any higher grade. So as to improve their promotion prospects a higher grade in the ratio of 1:1 in the scale of pay corresponding to Rs.12210-28270 may be given. The ratio between Operator and Head Operator is currently 5:1. This may be improved to 3:1. In the circumstances, the ratio among the posts of Operator, Operator(HG) and Head Operator shall be 3:3:2.

(ii) The post of Assistant Shift Operator, Mechanical Operator, Shift Operator, Pump Operator and Operator may be re-designated as **Operator**. The scale of pay and functions of the above posts are similar and they are commonly called as Operator.

- 4.20 **Chief Engineer:** There are six posts of Chief Engineer in KWA. Even the Regions are headed by a Chief Engineer each. Infact the designation is not in consonance with their functions and duties. Ideally, the Chief Engineer shall hold state wide jurisdiction while the Superintending Engineers can manage the regions. For a small organisation like KWA, posting of Chief Engineers in the regions is uncalled for. The re-structuring in the hierarchy may be carried out by protecting incumbents. However, posts of Chief Engineers arising on retirement in Regions should be abolished and handed over to Superintending Engineers.
- 4.21 **Finance Manager and Chief Accounts Officer:** Till the last pay revision, the scale of pay of FM & CAO and Chief Engineer was identical. In the last pay revision the scales of Chief Engineer and Chief Engineer (HG) were merged together and fixed in the higher grade scale. Technically there was no reduction in the scale of FM & CAO, though the equation was lost. Considering the position of the post, the Commission recommends a higher revised scale corresponding to Rs. 49250-57950, provided the incumbent has a combined total service of 20 years in KWA or service elsewhere in similar capacity after acquiring CA and practice as CA before entry to service. In other cases the revised scale of pay shall be corresponding to Rs.44850-56650, until he completes 20 years of service.
- 4.22 **Superintending Engineer:** The Commission has recommended a higher scale to the post in State Government service and the Commission is recommending a similar increase in KWA also. The revised scale of pay corresponding to Rs.44850-56650 has been raised to a higher scale.
- 4.23 **Accounts Manager and Deputy Accounts Manager:** The claim is to restore parity with Superintending Engineer and Executive Engineer, respectively. There was no reduction in the scale of pay of Accounts Manager and Deputy Accounts Manager but their engineering counterparts got higher scales in the last revision. As the existing scales are fair enough, the Commission is not inclined to make any recommendations in this regard.
- 4.24 **Assistant Engineer:** Degree in Engineering may be made mandatory for the post of Assistant Engineer, both for direct recruitment and promotion as recommended by the Commission in the case of State Government Service.
- 4.25 **Overseer Gr.III & II:** Presently direct recruitment is made both in Gr.II & Gr III posts of Overseers. The service Organizations have requested to limit the direct recruitment only to Gr.III post. As there is no need for direct recruitment to both grades with the same qualification, the Commission

recommends that the direct recruitment be made in the Grade III post and the Grade post shall be its promotion post.

- 4.26 **Re-designation:** There have been demands for re-designating the posts of Peon, Lower Division Clerk, Upper Division Clerk and Junior Superintendent. The Commission recommends to re-designate the posts as Office Attendant, Clerk, Senior Clerk and Superintendent, respectively as in State Government t service. The posts of LD Typist, UD Typist, Senior Grade Typist and Selection Grade Typist may be re-designated as Computer Assistant Gr.II, Computer Assistant Gr.I, Senior Grade Computer Assistant and Selection Grade Computer Assistant, respectively.
- 4.27 **Lower Division Clerk:** There were requests for enhancing the scale of pay of LDC on par with Secretariat Assistant since the qualification of LDC in KWA has been changed from SSLC to Degree and certificate in Data entry and Office Automation as per the Administrative, Ministerial & Last Grade Service Rules. The enhancement of qualification alone cannot be considered as a claim for higher scale of pay. The nature of work and the scope of service may also have to be considered. Also there is no change in duties and responsibilities. The Commission finds no reason for any hike in pay.
- 4.28 **Typists:** The four grades that were in existence prior to last revision are restored. With computerisation, the post of typist is becoming redundant. The post of typist may be phased out and retirement vacancies shall not be filled.
- 4.29 **Junior Superintendent:** During the discussion some service organizations have requested to allow Higher Grade to the post of Junior Superintendent as recommended in the case of State Government Employees. There are also requests for exemption of Accounts Test Higher for promotion to the post of Junior Superintendent. Both demands are reasonable. The Commission recommends granting 1/3<sup>rd</sup> of the posts in higher grade in the revised scale corresponding to 19440-34430 and also recommends making Accounts Test (Lower) as the qualifying test for promotion to the post of Superintendent (Jr Supt)
- 4.30 **Senior Superintendent:** The Commission recommends a scale hike to the post of Senior Superintendent to the corresponding revised scale of Rs.21440-38840.
- 4.31 **Mechanic Superintendent (14280-30440) and Mechanic/Motor Mechanic:** Mechanic Superintendent is the promotion post of Mechanic. The number of sanctioned post is only one which is lying vacant for a long period. Its feeder post, Mechanic is also getting vanished. Hence there is no relevance of Mechanic superintendent's post in KWA. Commission recommends abolition of the post. The post of Mechanic/Motor Mechanic may be converted as Meter Reader and vacant posts may be filled up by direct/transfer appointment from Meter readers.

- 4.32 **Peon (8950-14640):** The number of posts of peon in KWA is 572 which is very high compared to Government Departments. The Authority has only 13 circle offices, 44 Division offices, 101 Sub Divisions and 225 Section Offices. Owing to the introduction of computerization and advancement of Technology, physically carrying files has been considerably reduced in Offices. Most of the files are settled in the section offices itself. All these resulted in reduction in work load of peons. Hence Authority should immediately take steps to identify idle or excess posts in peon category and re-deploy them in revenue wing to strengthen collection. Peons with SSLC or its equivalent may be assigned the job of Meter reader. After successful completion of training conducted by the KWA they may be converted as Meter readers. Persons with Technical Qualifications may also be utilized in a fruitful manner by appointing them in Electrical wing, Section Offices or in Sub-divisions for doing Technical jobs by providing them special allowances.
- 4.33 The following Categories of posts which are lying vacant may be abolished.  
Binder (4), Watchman cum valve operator (10), Boat man (1), Lorry cleaner (1), Cleaner (162), Lascar (163), Life guard (1).
- 4.34 **Life Guard cum Coach. (19440-34430) :** There are 2 posts of Life Guard cum Coach in KWA. The swimming pool under the control of Kerala Water Authority has been handed over to Kerala Sports Council. The nodal officer has informed that out of the 2 employees, one has retired and the other one is assigned for administrative works. Hence no further appointments shall be made in the post and once the incumbent retires, it shall stand abolished.
- 4.35 **Welder (9930-21440):** Welder may be included in the Vanishing Category and the post converted as Meter reader.
- 4.36 **The categories of posts with the existing and proposed scales of pay are given below-**

	Sl. No.	Name of post	No. of posts	Existing Scale	Proposed Scale
	1	Managing Director	1	52850-63450	103600-123000
	2	Technical Member	1	50450-60650	99200-120400
	3	Accounts Member	1	50450-60650	99200-120400
	4	Chief Engineer/ Chief Consultant	6	49250-57950	97000-117800
a	5	Finance Manager & Chief Accounts Officer	1	44850-56650	93000-115400



	6	Accounts Manager	3	40750-54050	81000-110600
	7	Secretary	1	44850-56650	93000-115400
	8	Deputy Chief Engineer/Superintending Engineer/ Project Director	27	44850-56650	93000-115400
	9	Senior Administrative Officer	1	40750-54050	81000-110600
	10	Executive Engineer (Higher Grade)	36	40750-54050	81000-110600
	11	Internal Auditor	2	37020-50450	73400-103600
	12	Executive Engineer/PA to Superintending Engineer	37	37020-50450	73400-103600
	13	Deputy Accounts Manager	3	32750-44850	64850-99200
	14	Cost Accountant	1	32750-44850	64850-99200
	15	Assistant Executive Engineer (Higher Grade)	77	24350-41750	48500-93000
b	16	Accounts Officer / Administrative Officer	25	22580-40750	45100-89000
	17	Principal Information Officer	1	22580-40750	45100-89000
c	18	Assistant Executive Engineer/Technical Assistant	154	22010-39750	44000-87000
	19	Hydro Geologist	1	22010-39750	44000-87000
	20	Data Base Administrator	1	32750-44850	64850-99200
	21	Law Officer Grade II	1	22010-39750	44000-87000
	22	PA to Managing Director/Technical Member/Accounts Member.	3	21440-38840	42900-85000
	23	Master Driller (HG)/Chief Driller(H.G)/Mech. Supdt. (H.G.)	1	19940-36110	39800-81000

	24	Head Surveyor	15	19940-36110	39800-81000
	25	Confidential Assistant Selection Grade	6	19940-36110	39800-81000
	26	Assistant Data Base Administrator	2	22580-40750	45100-89000
	27	Assistant Engineer/Head Draftsman	404	21440-38840	42900-85000
	28	Senior Superintendent/ Revenue Officer (HG)		22010-39750	44000-87000
c	29	Senior Superintendent/ Revenue Officer	31	19440-34430	38800-79000
	30	Divisional Accounts Officer (HG)		21440-38840	42900-85000
c	31	Divisional Accounts Officer	54	19440-34430	38800-79000
	32	Life Guard cum coach	2	19440-34430	38800-79000
	33	Senior Sanitary Chemist (HG)	4	19440-34430	38800-79000
	34	Confidential Assistant Sr. Grade.	6	16240-32750	32400-69800
	35	Fair Copy Superintendent (HG)	3	19440-34430	38800-79000
b	36	Senior Sanitary Chemist	4	16240-32750	32400-69800
	37	Legal Assistant	2	16240-32750	32400-69800
c	38	Superintendent (formerly Junior Superintendent)	98	16240-32750	32400-69800
c	39	Fair Copy Superintendent	6	16240-32750	32400-69800
	40	Mechanical Superintendent/ Master Driller/ Chief Driller	5	16240-32750	32400-69800
	41	Senior Meter Inspector	11	16240-32750	32400-69800
	42	Sr. Plumbing Inspector	5	16240-32750	32400-69800
	43	Selection Grade Computer Assistant	86	15040-31210	30000-66500
d	44	Head Clerk	155	15040-31210	30000-66500

	45	Computer Operator	1	15040-31210	30000-66500
	46	Chief Vehicle Inspector	1	15040-31210	30000-66500
	47	Selection Grade Driver		15040-31210	30000-66500
	48	Confidential Assistant Grade-I	7	14280-30440	28500-63200
	49	Vehicle Inspector	4	14280-30440	28500-63200
	50	Head Operator	345	14280-30440	28500-63200
	51	Surveyor Grade-I	70	14280-30440	28500-63200
	52	Electrical Overseer Gr – I	6	14280-30440	28500-63200
	53	Draftsman Grade-I/ Overseer Grade-I/ Water Works Supdt.	419	14280-30440	28500-63200
	54	Plumbing Inspector	27	14280-30440	28500-63200
	55	Sanitary Chemist	10	14280-30440	28500-63200
	56	Bacteriologist	13	14280-30440	28500-63200
	57	Mechanic Superintendent.	1	14280-30440	28500-63200
	58	Meter Inspector	57	14280-30440	28500-63200
	59	Life Guard	1	14280-30440	28500-63200
	60	Senior Grade Computer Assistant			28500-63200
	61	Computer Assistant Gr.I	86	13560-29670	27100-60200
	62	Senior Clerk/ Senior Store Keeper/ Senior Cashier	511	13560-29670	27100-60200
	63	Telephone Operator	5	12210-28270	24400-58700
	64	Driver Senior Grade	35	12210-28270	24400-58700
	65	Surveyor Grade-II	71	12210-28270	24400-58700

e	66	Draftsman Grade-II/ Overseer Gr II	409	12210-28270	24400-58700
	67	Electrical Overseer Gr.- II	13	12210-28270	24400-58700
	68	Head Fitter	23	14280-30440	28500-63200
	69	Driver Grade-I	70	11610-27570	23100-56000
f	70	Confidential Assistant Grade-II	7	11610-27570	23100-56000
	71	Operator (HG)			24400-58700
g	72	Assistant Shift Operator	1727	10470-26870	21850-53300
g	73	Mechanical Operator		10470-26870	21850-53300
g	74	Shift Operator		10470-26870	21850-53300
g	75	Pump Operator		10470-26870	21850-53300
g	76	Operator		10470-26870	21850-53300
	77	Overseer Grade-III/ Tracer	628	10470-26870	21850-53300
h	78	Computer Assistant Gr.II	87	10470-26870	21850-53300
i	79	Clerk/Store Keeper/Cashier	511	10470-26870	21850-53300
	80	Work Superintendent Grade-II	3	9930-21440	20100-42900
	81	Meter Reader	375	9930-21440	20100-42900
j	82	Fitter	94	9930-21440	20100-42900
	83	Blacksmith	1	9930-21440	20100-42900
	84	Welder	1	9930-21440	20100-42900
	85	Electrician/Auto Electrician	18	9930-21440	20100-42900
	86	Plumber	112	9930-21440	20100-42900
	87	Binder	4	9930-21440	20100-42900

	88	Lab Assistant	9	9930-21440	20100-42900
	89	Duffedar	6	9930-21440	20100-42900
	90	Garden Superintendent	1	9930-21440	20100-42900
k	91	Driver Gr II	104	9930-21440	20100-42900
	92	Boat Driver	3	9930-21440	20100-42900
	93	Care Taker	2	9190-16640	18000-38800
	94	Gardener	13	9190-16640	18000-38800
	95	Skilled Worker		9190-16640	18000-38800
	96	Sewage Farm Worker	15	9190-16640	18000-38800
	97	Sewer Cleaner		9190-16640	18000-38800
	98	Line Maistry	12	9190-16640	18000-38800
	99	Line Man		9190-16640	18000-38800
	100	Boatman	1	8950-14640	17500-37800
	101	Lorry Cleaner	1	8950-14640	17500-37800
	102	Cleaner/Full Time Sweeper	C - 162 FTS -41	8950-14640	17500-37800
	103	Watcher	242	8950-14640	17500-37800
	104	Unskilled Worker/Worker	242	8950-14640	17500-37800
	105	Watchman cum Valve Operator	10	8950-14640	17500-37800
	106	Lascar	163	8950-14640	17500-37800
	107	Office Attendant	572	8950-14640	17500-37800
	108	Part Time Sweeper	96		
	109	NMR Mazdoor		8950-14640	17500-37800

	110	NMR Cleaner		8950-14640	17500-37800
	111	NMR Watchman		8950-14640	17500-37800
	112	NMR Worker		8950-14640	17500-37800
	113	NMR Meter Reader		9930-21440	20100-42900
	114	NMR Operator		10470-26870	21850-53300
	115	NMR Fitter		9930-21440	20100-42900
	116	NMR Life Guard		14280-30440	28500-63200

**Notes:**

- a. The Finance Manager & CAO will be eligible for the next higher scale on Rs.97000-117800 provided he has a continuous total service of 20 years in KWA or elsewhere in similar capacity after acquiring CA and practise as CA before entry to service.
- b. 50% of the posts will be in the HG.
- c. 1/3<sup>rd</sup> of the posts will be in the HG.
- d. The ratio of 5:3:1 among Head Clerk, JS and SS/RO will continue.
- e. The existing ratio of 1:1 between Gr.II and Gr.I will continue.
- f. The existing ratio of 1:1:1:1 among Gr.II, Gr.I, Senior Grade and Selection Grade will continue.
- g. The ratio among the posts of Operator, Operator(HG) and Head Operator shall be 3:3:2.
- h. The ratio among Computer Assistant Gr.II, Gr I, Senior Grade and Selection Grade shall be 1:1:1:1.
- i. The existing ratio of 1:1 between Clerk and Senior Clerk will continue.
- j. 1/3<sup>rd</sup> of the posts will be in the HG.
- k. Ratio among Gr.II, Gr.I and Senior Grade Driver shall be 1:1:1. 10% of the posts of Senior Grade shall be in the Selection Grade.

## CHAPTER 5

### ALLOWANCES AND LEAVE

#### ALLOWANCES

- 5.1 All the service organisations have made claims for considerable hike in allowances, citing various reasons. The Commission went through the demands in detail and the recommendations may be seen in the following paragraphs.

#### DEARNESS ALLOWANCE

- 5.2 As Dearness Allowance at 80% is fully neutralized as on 01.07.2014, it will be calculated as follows-

Dearness Allowance = (Average of AICPI for the past 12 months – 239.92)\*100/239.92.

DA as on 01.07.20104 Nil

DA as on 01.01.2015  $(246.92-239.92)*100/239.92 = 2.92=3\%$

#### HOUSE RENT ALLOWANCE

- 5.3 House Rent Allowance is granted to compensate on cost of residential accommodation of employees. HRA is being paid with reference to pay range and place of work. There are 6 slabs of pay ranges and the work places are categorized in to 4. The existing minimum HRA is Rs.250 and maximum Rs.1680.

EXISTING RATES OF HRA (in Rs.)

PAY RANGE	B2 CLASS CITY	C CLASS CITY/TOWN	CITIES NOT IN B2 & C CLASS CITIES	OTHER PLACES
8950-9429	350	270	270	250
9430-13199	560	390	390	250
13200-26869	840	550	480	250
26870-36109	1050	700	530	250

36110-40749	1400	950	530	250
40750 & above	1680	1110	530	250

5.4 As recommended in the case of State Government service, the Commission proposes the following rates for KWA.

**PROPOSED RATES OF HRA (IN Rs.)**

SL.NO	PAY RANGE	B2 CLASS CITIES & ABOVE	OTHER CITIES/TOWNS	OTHER PLACES
1	17500-28500	1500	1250	1000
2	29200-46200	2000	1500	1250
3	47300-75200	2500	1750	1500
4	77000 & above	3000	2000	1750

Notes:

- 1 The employees working in New Delhi and Other States will be eligible for House Rent Allowance at Government of India rates as applicable at those places.
- 2 B2 class city and above for the purpose of HRA means the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur and Kozhikode, Kannur, Malappuram.
- 3 Government institutions situated within a radius of 3 kilometres from Civil Station Kakkanad and in the case of other cities (mentioned in Note 2) within 1 kilometre will be considered as B2 Class city and above for the purpose of granting House Rent Allowance and City Compensatory Allowance.
- 4 Other Cities and Towns include all other Municipal areas and townships as well as District and Taluk headquarters not coming under B2 & C class city/ town.



5.5 **Recovery of Rent on Government Quarters:** The following rates are proposed -

Recovery of rent on Government Quarters:

Existing position	Proposed
No HRA	No HRA
No recovery up to scale Rs.21440-38840	No recovery below the scale Rs.38800-79000(19440-34430)
Recovery of 2% of basic pay above Rs.22010-39750	Recovery of 2% of Basic pay in the scale Rs.38800-79000(19440-34430) and above.
	All other conditions will remain same.

5.6 **CITY COMPENSATORY ALLOWANCE:** The existing and proposed rates of CCA are as follows-

EXISTING RATES OF CCA (in Rs.)

PAY RANGE	AMOUNT
Below 9680	200
9680 and above but below 13560	250
13560 and above but below 17090	300
17090 and above	350

**PROPOSED RATES OF CCA (in Rs.)**

PAY RANGE	AMOUNT
17500-28500	350
29200-46200	400
47300-75200	450
77000 & above	500

**Other Allowances:**

5.7 The other existing allowances and the proposed allowances are as specified below.

5.8 **Spectacle Allowance:**

Existing rate	Proposed
<i>Rs.1000 Once in 10 years</i>	<i>Rs.1200 once in 5 years</i>

5.9 **Hill Tract Allowance:** The existing Hill Tract Allowance is revised as per the schedule given below-

Sl.No	Pay Range of Officials	Proposed Rate per Month
1	Officers whose basic pay is 32400 and above	500
2	Officers whose basic pay is above 20650 but below 32400	450
3	Officers whose basic pay is up to and including 20650	300
4	Part Time Contingent Employees	300

5.10 **Education Allowance to the Parents having differently abled children:** An amount of Rs.500/- pm is granted to employees having differently abled children studying in schools. The Commission recommends enhancing the amount to Rs.600/- pm. Existing conditions shall remain.

5.11 **Travelling Allowance:** For the purpose of travelling allowance, officers will be classified into the following four grades. The Commission recommends the continuation of the same grades with corresponding pay.

Grade	Existing Classification	Proposed
Grade I	Officers who draw an actual basic pay of Rs.25610 and above	Officers with an actual basic pay of Rs.50900 and above

Grade II(a)	Officers with actual basic pay of Rs.21440 but below Rs.25610	Officers with an actual basic pay of Rs.42900 <b>and</b> above, but below Rs.50900
Grade II(b)	Officers with actual basic pay of Rs.13920 but below Rs.21440	Officers with an actual basic pay of Rs.27800 and above, but below Rs.42900
Grade III	Officers with actual basic pay of Rs.9430 but below Rs.13920	Officers with an actual basic pay of Rs.18500 and above, but below Rs.27800
Grade IV	Officers with actual pay of below Rs.9430	Officers with an actual basic pay below Rs18500

5.12 **Class of Travel:** The existing eligible class of travel by train by each grade shall be as follows;

Grades	Existing Eligible Class	Proposed
Grade I	II AC	The existing grades and eligible class may be continued
Grade II (a)	I Class. If the train does not have I class, IIAC	
Grade II (b)	III AC. If the train does not have III AC, I Class	
Grade III	II class	
Grade IV	II class	

5.13 **Air Journey:** Presently, the officers in the scale of pay of Rs.32750-44850 and above are eligible for air journey. The officers in the revised scale of pay of Rs.64850-99200 and above shall be considered for air journey.

5.14 **Mileage Allowance:** The existing rate of mileage allowance is Rs.1.50 for all categories of employees. The Commission recommends enhancing the amount to Rs.2 per Km.

5.15 **Incidental Expenses for Road/Rail/Air journeys:** The Commission proposes the following changes-

Grades	Existing (Rs) per km Road/Rail	Existing Air journey (Rate per journey)	Proposed Rate (Rs) per km Road/Rail	Proposed Air Journey (Rate per journey)
Grade I	.50	Limited to 1DA	0.80	Limited to 1DA
Grade II (a)	.40		0.60	
Grade II (b)	.35		0.50	
Grade III	.30		0.50	
Grade IV	.30		0.50	

5.16 **Daily Allowance:** The Commission recommends the following rates-

Grades	Existing Rate		Proposed Rate (Rs)	
	Inside state (Rs)	Outside State(Rs)	Inside State	Outside State
Grade I	220	350	400	550
Grade II (a)	170	250	320	450
Grade II (b)	140	225	320	450
Grade III	110	175	250	350
Grade IV	110	175	250	350

5.17 **Classification of Officers for carrying Personal Effects:** The rates proposed are as follows-

Sl No	Category of Officers	Existing Weight (Kg)	Proposed
1	Officers whose actual basic pay is Rs.50900/- and above	3000	3000
2	Officers whose actual pay is Rs.27800- and above but below Rs.50900	2000	2000
3	All other Officers	1000	1500

5.18 **Loading and unloading charges for journeys on transfer:** The proposed Loading and unloading charges for journey on transfer are as below:

Grades	Existing	Proposed Rate (Rs)
Grade I	750/- at each end	800 at each end
Grade II	500/- at each end	500 at each end
Grade III	400/- at each end	400 at each end
Grade IV	300/- at each end	400 at each end

5.19 **Reimbursement of room rent:** The proposed revised rates for reimbursement (against production of Voucher) shall be as follows:

Grades	Existing		Proposed	
	New Delhi , Mumbai, Kolkatta, Chennai	Other Cities/ Towns outside State (Rs)	New Delhi , Mumbai, Kolkatta, Chennai	Other Cities/ Towns outside State (Rs)

			(Rs)	
Grade I	1500	1000	2000	1500
Grade II (a)	1500	1000	2000	1500
Grade II (b)	1200	750	1600	1000
Grade III	1200	750	1600	1000
Grade IV	800	700	1100	1000

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

5.21 **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 from Airport/Railway station/ Bus stand to residence) limiting the maximum distance of single journey to 15 kilometers, as per rate fixed by Government from time to time. The existing rates may be continued.

**TA Ceiling:** The Last Pay Revision Commission has recommended that the Authority should fix a ceiling on T.A which will be reviewed once in three years. Journeys outside the jurisdiction of officers should be undertaken only with the written approval of the competent authority. The written approval should be produced along with the T.A bills. This may be continued.

5.22 **Leave Travel Concession:** The system as in State Government service may be adopted in KWA.

5.23 **Special Allowances:** Details of special allowances admissible to the staff of Kerala Water Authority are as shown in the table below. Considering the hike in pay the Commission has recommended the discontinuation of allowances to certain categories. The proposed rates are as follows-

Category	Existing	Proposed (Rs rounded to 10)
<b>Special Allowance</b>		
Senior Administrative Officer	250	<b>Discontinued</b>
Secretary	250	

Finance Officer Gr.II	250	<b>Discontinued</b>
Accounts Officer Gr.I		
Technical Assistant to Managing Director(AE/AEE)	225	
Confidential Assistants attached to Chairman/Chief Engineer/FM and CAO	125	170
PA to Managing Director/CA to Technical Member and Accounts Member	175	230
Junior Superintendent attached to the Vigilance wing of Head office and Regional Chief Engineers	100	<b>Discontinued</b>
Typist attached to the Vigilance wing of Head Office	100	130
Peon attached to M.D.	80	110
Peon attending Treasury duty	100	150
Driver	160	210
Drivers Attached to Chairman, Managing Director, Technical Member and Accounts Member	300	390
Law officer appointed from the cadre of JS/DS/US from the Law Department of the Government	300	<b>Discontinued</b>

5.24 **Allowances admissible to the employees in Investigation, Planning and Design Wing:** WASCON, a consultancy wing of KWA authorized to undertake consultancy and construction works in Civil Engineering and providing services to LSGs while taking up Projects in water/Sanitation sector, was formed by deploying the staff of Investigation, Planning and Design Wing. It was informed by service organizations and the Authority during the discussions that IPD wing is not functioning due to the formation of WASCON. The following rates are proposed-

Category	Existing	Proposed
<b>Allowances to employees attached with Investigation, Planning and Design Wing</b>		
SE/Executive Engineer	500	600

Assistant Executive Engineer/Assistant Engineer	420	500
All other Technical staff (Draftsman, Surveyor, Overseer etc.)	275	330
Other categories of Last Grade Employees	100	130
Other categories of Ministerial staff other than Last Grade Employees	125	160

- 5.25 **Compensatory Allowance:** Presently this allowance is given only to the fair copy Superintendent @ Rs.110 for distribution of stationery, tapal, despatch etc. Since all these work are routine in nature and also it is a part of their regular duty, there is no logic in continuing the allowance. Hence Commission recommends discontinuing the allowance as in State Government.

Sl. No.	Category	Existing	Proposed
<b>C</b>	<b>Compensatory Allowance</b>		
	Fair copy Superintendent (distribution of stationery, tapal, despatch etc.)	<b>110</b>	<b><i>Discontinued</i></b>

- 5.26 **Uniform Allowance:** Most of the service organizations and employees have demanded to enhance the uniform allowance at the same rate applicable to State Government employees.

- 5.27 **Recommendation:** Presently eligible categories in KWA are receiving uniform allowance @ Rs 1000 per annum which is too meagre. It is brought in to notice of the Commission that some categories like Plumbers, Head Fitter, Fitter, Electrician, Lascar, Telephone Attender, and Peon are not wearing uniforms while performing duties. Hence uniform allowance of these categories may be discontinued or strict provision may be introduced including recovery of allowance from those not wearing uniform. It will be the responsibility of the Disbursing Officer to check and ensure that the categories eligible for this allowance is wearing uniforms. The Commission recommends the following-

Category	Existing	Proposed
<b>Uniform Allowance</b>		
Operator	1000	2400

Driver	1000	2400
Shift Assistant	<b>1000</b>	<b><i>Discontinued</i></b>
Mechanic	<b>1000</b>	
Plumber	<b>1000</b>	
Head Fitter	<b>1000</b>	
Fitter	<b>1000</b>	
Mason	1000	
Worker(Skilled/Unskilled)	1000	
Turn Cock	1000	
Garden Superintendent	1000	
Gardner	1000	2400
Blue Printer	1000	<b><i>Discontinued</i></b>
Lascar	1000	It is suggested in the draft Technical service rules to convert the post as Meter Reader.
Electrician	1000	
Cleaner	1000	It is suggested in the draft Technical service rules to convert the post as Meter Reader.
Watcher	1000	2400
Shift Mazdoor	1000	<b><i>Discontinued</i></b>
Boat Driver	1000	
Charge Man	1000	
Motor mechanic	1000	
Lineman	1000	
Chlorine Mechanic	1000	
Blacksmith	1000	
Sweeper	1000	2400
Telephone Attender	1000	<b><i>Discontinued</i></b>
Sewer Cleaner	1000	2400



Pump Driver	1000	2400
Duffedar	1000	2400
Peon	1000	<b>Discontinued</b>

5.28 **Cutting Allowance:** Garden Superintendent and Gardener are getting cutting allowance @Rs.60 and Rs.50 respectively. Since cutting of plants and trees are part of the job of Gardeners, there is no logic in giving the allowance. Hence the Commission recommends discontinuing of cutting allowance.

Sl. No.	Category	Existing	Proposed
<b>E</b>	<b>Cutting Allowance</b>		
	Garden Superintendent	60	Discontinued
	Gardner	50	

5.29 **Special Allowance admissible to employees handling cash:** The Commission recommends the following-

Category	Existing	Proposed
<b>Special Allowance admissible to employees handling cash</b>		
Amount of average monthly cash disbursed		
Above Rs.1 lakh per month & up to Rs.2 lakhs	200	350
Above Rs.2 lakhs & up to Rs.5 lakhs per month	250	400
Above Rs. 5 lakhs & up to Rs.10 lakhs per month	300	450
above Rs.10 lakhs per month	350	500
LDC/UDC/HC/JS engaged in Revenue Collection Centres are also entitled to this allowance		
Peon attending Cyclostyling/duplicating work limited to number of such work	80	<b>Discontinued</b>
LDC posted to Swimming Pool for handling cash	100	<b>Discontinued</b>

5.30 **Special Conveyance Allowance to differently abled employees:** At present the Authority is paying Special Conveyance Allowance to physically handicapped persons in accordance with the general orders issued in the matter by the Government from time to time. Special Conveyance Allowance to differentially abled employees including part time employees whose permanent / partial disability is not less than 40% may be enhanced from Rs.600/- to Rs.800 per month as recommended to State Government Employees. The allowance may be renamed as Special Conveyance Allowance to differently abled employees.

5.31 **Risk / Compensatory Allowance:** The Commission recommends the following-

Category	Existing	Proposed
<b>Risk /Compensatory Allowance</b>		
Assistant Engineer(Water /Sewerage Treatment Plant)	110	Rs.170 (AE Water Treatment plant) 220 AE Sewerage Treatment plant)
Mechanical Superintendent	110	150
Head Operator	100	140
Operator	100	140
Mechanic(Chlorine)	100	140
Plumber	100	Discontinued
Fitter	100	
Work Superintendent	100	140
Cleaner	100	It is suggested in the draft Technical service rules to convert the post as Meter Reader
Mason	100	Converted as Metre reader, to be discontinued
Sewer Cleaner/Cleaner/ Worker engaged in sewer cleaning	350	480
Lascar	100	It is suggested in the draft Technical service rules to

Blacksmith	100	convert the post as Meter Reader. To be discontinued
Sweeper	100	140
Pipe Layer	100	Discontinued
Meter Reader	100	
Electrician	100	140
Chemist/Senior Chemist	90	130

5.32 **Permanent Conveyance Allowance:** The Commission recommends the following-

Category	Existing	Proposed
Assistant Engineer	200	250
Mechanical Superintendent	200	230
Meter Reader	110	160
Meter Inspector	110	Discontinued
Drainage Inspector	110	160
Unskilled Worker	110	140
Fitter	110	140
Overseer Gr.III	110	140
Mason	110	Converted as Metre reader, may be discontinued
Plumber	110	Discontinued
Turn Cock	110	Converted as Metre reader ,may be discontinued

5.33 **Adhoc Allowance:** Adhoc Allowance was introduced in 1988 to all the Ex.PHED persons who became the staff of the Kerala Water Authority on its formation, considering certain loss of their privileges such as exemption from stamp duty on execution of deeds, allotment of government quarters, pay wards etc. Later a cut-off date was fixed and the benefit was extended to all the employees appointed before 1.10.1994. Now this allowance is available to the employees who have joined service prior to 1.10.1994 as a personal

allowance @ Rs.500/- per month. The allowance has outlived its purport and has no relevance at this juncture. The Commission recommends the discontinuation of the allowance altogether.

5.34 **Higher Qualification Allowance:** Most of the service organizations have requested to extend the benefit to all categories having higher qualification like B. Tech, Diploma, Post Graduate degrees etc. The Engineers Associations have also requested to extend the allowance to all Engineers having additional qualifications like post graduate degrees in Engineering, MBA etc. The Allowance is given to employees with the intention that additional qualifications will help them to perform better or such qualification can contribute much to the quality of work. For example an engineer with B.Tech and M.Tech in Hydraulic engineering can do better than a civil/Mechanical/Chemical engineer having B.Tech degree in KWA. Hence there is no need to extend the allowance to other categories. Commission recommends enhancing the allowance of Rs.400 to Rs.500 per month only to the prevailing categories having Post Graduate Degree in Structural/ Hydraulic and Public Health Engineering.

5.35 **Headquarters Allowance:** There is no rationale for granting such an allowance to all categories of employees and the Commission recommends its discontinuation .

5.36 **Night Shift Allowance:** The Commission recommends the following-

Category	Existing	Proposed
<b>Night Shift Allowance</b>		
Over-time Allowance /Night Shift Allowance to the employees working at night shift.	50	70

## LEAVE

5.37 **Special Casual Leave for the employed parents of differently abled children:** Special Casual Leave for 15 days in a year is sanctioned to those employees having differently abled children. The existing system shall continue.

5.38 **Special Leave for undergoing Chemotherapy / Radiation / Kidney Transplantation** etc: The Commission recommends the following-

Events	Existing number of days	Proposed number of days
Chemotherapy /Radiation	6 months	6 months
Kidney Transplantation	45 days	90 days for Kidney Transplantation and other major organ transplantations

5.39 **Paternity Leave:** The existing paternity leave is 10 days. May continue.

5.40 **Maternity Leave:** The existing maternity leave is granted to female employees for a period of 180 days with full pay. May continue.

5.41 **Child Care Leave:** One of the most sought after requests before the Commission was on adoption of the CCL as in Central Government. The leave rules prevailing in the State are far relaxed than that in Central Government and further relaxations are not called for. Also, the number of holidays is greater here. The Commission fears the adoption of CCL will adversely affect the functioning of the departments and is not inclined to make any recommendation on this aspect.

## CHAPTER 6

### PENSION AND OTHER RETIREMENT BENEFITS

6.1 Section 19 of the Kerala Water Supply and Sewerage Act 1986 envisages among other things that every person who was employed in the erstwhile Public Health Engineering Department shall on and from the appointed day become an employee of the Authority and shall hold his office or service therein by the same tenure, at the same remuneration and upon the same terms and conditions and with the same rights and privileges as to pension, gratuity and other matters as he would have held the same on the appointed day if the said Act had not come into force. The employees of Kerala Water Authority on retirement are enjoying the pension benefits with effect of 1.4.1984, the date of its formation as available to those retiring from Government Departments, for which Government issues separate orders subsequent to the general revision of pay/pension of State Government employees. The employees retired from PHED up to 31.3.1984 are getting pension from Government.

6.2 At present, the total number of pensioners in the Authority is as follows:

Number of Service Pensioners	5952
Number of Family Pensioners	1859
Number of Ex-gratia pensioners	31
Total	7842

6.3 The following table shows the details of expenditure towards pension claims during the last 6 years.

Financial Year	Total (Amount in Lakh)
2009-2010	7463.04
2010-2011	8567.61
2011-2012	10920.44
2012-2013	11134.01
2013-2014	14303.23
2014-2015	17887.79

### RECOMMENDATIONS

6.4 The Commission went through the various demands of organisations/ individuals and discussed the various issues in detail. Only issues which require changes and issues which require emphasis are brought down.

6.5 **Date of effect:** Normally Pension Revision is granted as and when Pay Revision is implemented. As there is no circumstance to make any deviation,

the Commission recommends that the Pension Revision shall come into force with effect from 01.07.2014, commensurate with Pay Revision.

- 6.6 **One Rank One Pension:** OROP as such has not been implemented so far. The basic principle adopted is that pensioners having 30 years of qualifying service (eligibility for full pension) will be assured of a minimum of 50% of the corresponding revised scale of the post from which the pensioner retired. Those having lesser qualifying service will be eligible for a proportionately reduced pension (50% of the corresponding revised scale of the post x QS/30). In cases where the posts are no longer in existence or have evolved beyond recognition, pension will be fixed based on the corresponding scale of pay, over successive pay revisions.
- 6.7 These conditions are sound and fair enough as far as those who retire on regular promotion posts are concerned, including ratio based promotions. But linking the benefit to the 'post' means those who get Time Bound Higher Grades will not be eligible for the benefit of higher scales, as the 'post' in such cases will remain the entry post. For instance, if a Clerk who gets two TBHGs will be drawing pay in the scale of his promotion post i.e., Head Clerk. But on retirement he will get the above benefit in the scale of Clerk only. It's true that in the case of TBHG there is no change of duties and responsibilities but so is the case of ratio promotion. The disparity becomes visible only with advancing years. As OROP is not being implemented in its true sense, the Commission recommends that the linkage factor shall either be the post or the scale from which one had retired from service, whichever is more beneficial.
- 6.8 OROP can be implemented in its literal sense in Army or so because there was virtually no change in positions/ranks over the years. In Kerala, it is not practical as designations are changed as a matter of routine, higher grades and promotion posts are given more often and in fact the posts themselves evolve beyond recognition over the years. The Commission feels it better to call it as 'Minimum Assured Pension' (MAP/OROP).
- 6.9 **Fixation of Pension:** The last revision arrived at revised basic pension by merging 64% of dearness relief and adding 12% of fitment on the pre-revised basic pension as on 01.07.2009. A minimum pension of Rs.4500 was ensured and the maximum pension was limited to Rs.29920. The pensioners were also ensured a minimum pension based on the scale of pay of the post from which one had retired.
- 6.10 As already proposed in the case of pensioners of State Government, the Commission recommends a fitment benefit of 18% of the basic pension and merging of 80% of Dearness Relief to arrive at the revised basic pension. The amount so arrived shall be rounded to the next ten. The revised minimum basic pension shall be Rs.8500/- and maximum Rs.60,000/-. The Minimum Assured Pension shall be linked either to the post or to the scale on which one had retired from service, whichever is beneficial. No other changes are recommended.

- 6.11 **Fixation of Family Pension:** The revised Family Pension shall be arrived at by adding 18% of fitment benefit to the basic family pension and merging 80% of dearness relief as on 01.07.2014. The maximum family pension/OROP shall be Rs.36000/- and the minimum Rs.8500. The Minimum Assured Pension shall be linked either to the post or to the scale on which one had retired from service, whichever is beneficial. Rules may suitably be amended to ensure that family pension shall not be more than pension itself. No other changes are recommended.
- 6.12 **Rate of pension:** At present average emoluments for the last 10 months preceding the date of retirement is taken for computing the pension. There is demand for granting 50% of the last pay drawn as pension but the Commission feels the existing system is fair enough. However, in situations where the period of 10 months is spread over pre and post revised periods, the Commission recommends that the pre-revised periods' pay shall be revised notionally by adding DA at respective rates (at 73% for 10/2013 to 12/2013 and 80% for 01/2014 to 6/2014). In case the basic pension so arrived is less than 50% of the minimum of the scale for those having qualifying service for full pension, the basic pension shall be fixed at 50% of the minimum of the scale. For those having lesser qualifying service, the minimum assured pension shall be reduced proportionately with qualifying service.
- 6.13 **Qualifying Service:** Currently, qualifying service for full pension is 30 years. In central Govt., the qualifying service for full pension is 20 years. The average age of candidates entering the service is more than 30 years, which means majority of employees will not be eligible for full pension. The requests have been to lower it to 20 years as in Central Government. The Commission feels it justifiable to fix the minimum qualifying service to 25 years and recommends so. Pension calculations which are currently based on 30 years shall be replaced by 25 years. This benefit shall be available to those who had retired earlier also and their basic pension shall be revised accordingly. The financial benefits will accrue only from the date of implementation of the pension revision and will not apply on the pre-revision periods' pension benefits, including Commutation etc. The Commission further recommends the withdrawal of weightage given as per rule 56(vii), Part III, Kerala Service Rules in the case of voluntary retirement.
- 6.14 **Death-cum-Retirement Gratuity:** DCRG is given at ½ times for each completed year subject to a maximum of 16.5 times. The maximum amount is now limited to Rs.7 lakh (previous ceiling was Rs.3.3 lakh). The Commission after probing various options recommended maximum amount of DCRG at Rs.14 lakh for Government employees. We see no ground to independently consider the ceiling limit of DCRG for KWA employees. Hence, following our recommendation in the case of Government employees, we recommend the maximum limit of DCRG for employees of KWA also at Rs.14 lakh.



- 6.15 **Commutation of Pension:** The Commission recommends the continuation of the existing practise of commuting 40% with a recovery period of 12 years.
- 6.16 **Additional Pension to older pensioners:** In Central Government, additional pension is granted on completion of 80,85,90,95 and 100 years. The Commission is of the view that no relaxation in this regard is called for. The quantum of administrative work will also increase if such age wise pension scheme is introduced. The introduction of Medical insurance scheme to pensioners will address their grievances. Also they are beneficiaries of Minimum Assured Pension/OROP.
- 6.17 **Medical benefits to pensioners:** Presently Pensioners and Family Pensioners are eligible for a Medical Allowance of Rs.300/- per month. A hike in the amount is not proposed in view of the hike given in pension and fitment benefit.
- 6.18 **Pension to Part Time Contingent Employees:** The revised basic pension shall be arrived at by merging 80% of dearness relief and 18% of fitment benefit on the existing basic pension. Minimum pension shall be Rs.4400/- and maximum pension shall be Rs.8400/-. DCRG will be granted at ½ times for each completed year of service subject to a maximum of 16½ times. There shall be no limit on DCRG.
- 6.19 **Ex-gratia Pension:** The Commission recommends to extend dearness relief and ex-gratia family pension to ex-gratia pensioners also. However, only the spouse will be eligible for family pension and it shall not be extended any further. The ex-gratia pension shall be allowed as below.

Completed year of qualifying service	Existing consolidated amount of pension	Revised basic pension
9 years	4050	7650
8 years	3600	6800
7 years	3150	5950
6 years	2700	5100
5 years	2250	4250
4 years	1800	3400
3 years and below	1350	2550

- 6.20 **Retirement age:** Considering all aspects, including the concerns of the unemployed youth, the Commission recommends to enhance the age of retirement from 56 years to 58 years to those not covered by NPS as in the case of State Government employees..

## CHAPTER 7

### PART-TIME CONTINGENT EMPLOYEES AND CASUAL SWEEPERS

- 7.1. The service of Part Time Contingent Employees in Government are governed by Special Rules issued vide G .O (P) No.152/75/PD Dtd, 02.08.1975 and published as SRO No. 742/75/PD Dated, 02.08.1975. KWA also follows the same rules.
- 7.2. Part time contingent employees are engaged when the service of a full time employee is not required. The service mainly consists of employees engaged in sweeping and cleaning works. A full time employee is appointed where the sweeping area is 800 sq. metre or more. Part time contingent employees are appointed where the sweeping area is below 800 sq. metre and above 100 sq. metre. In cases where the sweeping area is 100 sq. metre or below, a casual sweeper is engaged. The existing scales are as follows-
- i. 5100-110-5400-120-6000-140-6700-160-7500.
  - ii. 4500-100-5100-110-5400-120-6000-140-6700.
- 7.3 The Commission after going through the details is of the view that there is no case for differentiation between the Part time Contingent Employees of the State Government and KWA. The Commission recommends the same scales as have been proposed in the case of Government of Kerala with effect from 01.07.2014 in KWA also. The scales are as follows-
- i. 10000-220-11100-240-12300-260-13600-300-15100.**
  - ii. 8800-200-10000-220-11100-240-12300-260-13600.**
- 7.4 The basic pay shall be arrived at by adding 80% of DA, fitment benefit of 12% of the basic pay and service weightage at ½% per completed year of service (subject to a maximum of 15%). A minimum benefit of Rs.1250/- shall be ensured. The amount so arrived shall be fixed at the immediate stage above it. One additional increment will accrue on completion of 8,15,22 and 27 years. The existing CCA shall be enhanced to Rs.100 per month. The hill tract allowance shall be enhanced to Rs.300/- per month. All other existing benefits shall continue. The working hours shall be from 9 am to 1 pm, where the office hours is 10am to 5pm and in other cases, proportionately commensurate with the respective time schedule.

#### **Casual Sweepers**

- 7.5 The Commission recommends to enhance the remuneration of Casual Sweepers to a consolidated amount of Rs.5000/- per month as has been proposed in the case of State Government employees. The Commission also recommends that Casual Sweepers may be given preference while filling vacancies arising on the posts of Part time Contingent Employees.

## CHAPTER 8

### ADDITIONAL FINANCIAL COMMITMENT

- 8.1 The KWA has failed to provide the data required for calculating the additional financial commitment that will arise due to revision of pay and allowances and pension. The salary expenditure for 2014-15 is reportedly Rs.421.46 crore and the expenditure on pension was Rs.178.88 crore. The total number of employees comes to 8626 and pensioners to 7842. The Commission expects an annual additional financial commitment as shown below-

(Rs. In crores)

Salary revision	41.41
Leave salary	3.45
HRA	8.36
Other allowances	3
Pension,DCRG,Commutation etc	30.71
Total	86.93

- 8.2 The accumulated loss of KWA is about Rs.2620 crore and the implementation of the revision will require extraordinary measures. Water tariff needs to be raised to recover at least the cost of production. The organisational efficiency of the Authority shall also improve considerably to provide better service to the consumers.

## CHAPTER 9

### GENERAL RECOMMENDATIONS

- 9.1 **Meter reading:** The practice is to take readings bi-monthly in cities and less frequently in rural areas. With about 18 lakh house connections, it definitely is an onerous task. With the KWA finding it hard to do the readings regularly, alternatives have to be thought of. Automation is one area where the KWA can look into. For instance, Town of Cary, North Carolina (USA), has begun installing Aquastar, an innovative system that replaces monthly manual meter reading with a wireless system that collects multiple remote reads per day, allowing for better leak detection, increased billing accuracy and improved customer service. Aquastar works via radio signals sent from a small radio inside the meter box that is connected to the water meter. The meter radio sends readings to regional collectors that then transmit the usage data to receivers. It's a revolutionary change. KWA may analyse the adoption of technology and the cost effectiveness in the long run for taking a suitable decision. Till then, self reading by consumers may be enforced with random checking by utilising the service of Meter Readers. Some categories of employees have become redundant due to technological advancement and their service may also be utilised for reading meters and preparing bills. The KWA may fix the rates first and the consumers may be familiarised with meter reading and tariff and demanded to remit charges bimonthly without fail. Fines may be imposed on those who fail to remit water charges in time and in the case of those who tamper with the readings, the fines may be fixed at three times so that it will work as a deterrent. Periodical random checks may be conducted to ensure correctness of payments by consumers.
- 9.2 **Water Tariff:** The water tariff is abysmally low when compared to production cost. Only about 45% of the cost of production (including employee cost) is being recovered and no wonder the Authority is having an accumulated loss of Rs.2620 crore. In Kerala, the situation is such that even those below poverty level are having cable TV connections and are spending about Rs.200 per month without any hitch. Then why should potable water be supplied without any regard to the cost of production? Funds have to be raised for maintaining existing facilities and also to augment new schemes. The Government and KWA have to seriously consider increasing the rate for achieving a "no loss-no profit" position. Besides recommending tariff revision to realistic levels, the Commission feels a minimum of Rs.300 per month, i.e., Rs.10 per day should be collected from domestic consumers
- 9.3 **Penetration of KWA:** Currently, the KWA has provided about 18 lakh house connections and 2 lakh public tap connections. As per Census 2011, the total number of occupied houses is 1,00,28,709. That means, the KWA is catering to only about 20% of the population. KWA has to go a long way in providing clean and safe drinking water to the majority of the population.

This cannot be achieved overnight, but a perspective plan has to be set in motion. One of the impediments the KWA suffers for expansion is lack of staff. It is here the services of the underemployed technical and non-technical staff of Irrigation Department could be utilised. As the public is already paying for the salary and allowances to those idling staff, it is one way of utilising their service for the public. The Commission recommends Government to take initiatives to depute such staff to KWA by protecting their salary and service conditions. Perhaps, Government may even pay their salaries for the time being. Absorption of the staff in KWA may be considered in the long run.

9.4 **Supply of potable water other than piped water:** Supply of drinking water by private parties other than accessed from KWA may be prohibited. Private sources are now tapping ground water excessively resulting in depletion of ground water level. Also, the potability of the water supplied by them cannot be vouched. Government should take necessary steps to entrust the KWA as the sole entity to supply potable water for ensuring public health. KWA in co-ordination with the Irrigation Department should arrange for processing and sale of drinking water in bottles and in bulk packs and should also supply to trucks for delivery to customers. Storage and distribution facility should be provided first in towns and later in rural areas. These steps will augment revenue for KWA.

9.5 **Incentives to employees:** The current practise of giving incentives and bonus to employees shall be stopped and it shall be linked to productivity and generation of income. Higher the generation of income, higher shall be the incentives.

9.6 **Organisational inefficiency:** Frequent pipe bursts and leaking 'roads' result in considerable loss of treated water, which is an indication of organisational inefficiency. Commission also felt the lethargic approach of KWA right from the beginning when we approached them for details. When, the required details didn't come handy, the Commission thought of getting data from KWA's website (<https://kwa.kerala.gov.in>). The Commission was not surprised to see that the site is not being properly updated. For instance, the status of water connection shows details as on 01.04.2010, the water tariff rates as on 01.03.2009 etc. All these show that the Authority is not in a healthy state. The organisational inefficiency is currently adding to the cost of production and supply of water more than the allowable limits. The Commission hopes the management of the KWA and the Government will address the situation positively.

Justice C.N.Ramachandran Nair  
Chairman

Adv.T.V.George  
Member

K.V.Thomas  
Member Secretary

Thiruvananthapuram

Date: 30.12.2015.

## Annexure I

### GOVERNMENT OF KERALA

#### Abstract

Revision of pay of Government employees, staff of educational institutions, local bodies, etc. – Constitution of Pay Revision Commission – Orders issued.

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#### **FINANCE (SECRET SECTION) DEPARTMENT**

G.O. (Ms) No.583/2013/Fin.

Dated, Thiruvananthapuram, 30.11.2013.

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#### ORDER

Government hereby appoint a Pay Revision Commission consisting of the following members to study and make recommendations on revising the pay and allowances and other benefits of the State Government employees including teaching and non-teaching staff of Aided educational institutions, local bodies, etc.

1. Justice C.N. Ramachandran Nair (Retd.) (Chairman)
2. Sri. K.V. Thomas, Retired Additional Secretary (Finance).  
(Member Secretary)
3. Adv. T.V. George (Member)

The Terms of Reference of the Commission will be decided later. The Commission shall submit its report within a period of six months.

By Order of the Governor,

**V. SOMASUNDARAN,**  
Additional Chief Secretary (Finance).

## **Annexure II**

### **GOVERNMENT OF KERALA**

#### **Abstract**

Revision of pay / pension of employees and pensioners of Kerala Water Authority – Entrustment of the 10<sup>th</sup> Pay Revision Commission to study and make recommendations - Orders issued.

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#### **FINANCE (SS) DEPARTMENT**

**G.O. (Ms) No. 534/2014/Fin**

**Dated, Thiruvananthapuram, 10.12.2014.**

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*Read:- 1. G.O.(Ms) No. 583/2013/Fin, dated 30.11.2013.*

*2. Letter No. KWA/JB/E1-12617/2013 dated 10.02.2014 of the Managing Director, Kerala Water Authority.*

#### **ORDER**

The Managing Director, Kerala Water Authority in the letter read above has requested Government to entrust the 10<sup>th</sup> Pay Revision Commission to examine and suggest the revision of pay/pension of employees and pensioners of Kerala Water Authority.

2. Government have examined the matter in detail and are pleased to entrust the 10<sup>th</sup> Pay Revision Commission to study and make recommendations on revision of pay/pension of employees and pensioners of Kerala Water Authority.

3. The Pay Revision Commission shall consider this after the completion of its present task and the time for submitting the report shall be one month.

By order of the Governor,

**JAI MARY JOHN**

**Additional Secretary (Finance)**

**Annexure: III**

Number of Posts coming under each Scale of Pay

Sl:No.	Scale of pay	Number of posts
1	52850-63450	1
2	50450-60650	2
3	49250-57950	6
4	44850-56650	29
5	40750-54050	38
6	37020-50450	39
7	32750-44850	17
8	22580-40750	15
9	24350-41750	77
10	22010-39750	156
11	21440-38840	407
12	19940-36110	22
13	19440-34430	92
14	16240-32750	136
15	15040-31210	243
16	14280-30440	983
17	13560-29670	597
18	12210-28270	533
19	11610-27570	77
20	10470-26870	2953
21	9930-21440	727
22	9190-16640	42
23	8950-14640	1434
	<b>Total</b>	<b>8626</b>



## **Annexure IV**

### **List of unions with which the Commission held discussions**

- 1 All KWA Employees Union (AITUC)
- 2 Association of KWA Officers
- 3 Engineers Federation of KWA
- 4 KWA Drivers Association
- 5 KWA Qualified Operating Staff Union
- 6 KWA Engineering Staff Association
- 7 Kerala Water Works Employees Union (UTUC)
- 8 Jala Authority Administrative Staff Organisation (KTUC-M)
- 9 KWA Surveyors Association
- 10 KWA Employees Confederation
- 11 KWA Engineers Association
- 12 KWA Plumbing Inspectors/Plumbers Association
- 13 Association of Public Health Engineers
- 14 Class IV Employees Federation
- 15 KWA Pensioners Association
- 16 KWA Pensioners Organization
- 17 KWA Pensioners Congress
- 18 Assistant Engineers Association
- 19 KWA Employees Union (CITU) (Recognized)
- 20 KWA Staff Association (INTUC) (Recognized)