



GOVERNMENT OF KERALA

Abstract

REVISION OF SCALES OF PAY AT CENTRAL RATES--RECOMMENDATIONS OF THE PAY EQUALISATION COMMITTEE--ORDERS ISSUED.

FINANCE (P.R.C.) DEPARTMENT

O. (F) 600/93/Fin.

Dated, Thiruvananthapuram, 25th September 1993.

- Read: 1. G.O. (P) 480/89/Fin. dated 1/11/1989
2. G.O. (Ms) 87/92/Fin. dated 15/1/1992
3. G.O. (Ms) 227/92/Fin. dated 7/3/1992
4. G.O. (Ms) 291/93/Fin. dated 24/4/1993

ORDER

In pursuance of the Budget Speech in July 1991, Government constituted a Pay Equalisation Committee to study and make recommendations on bringing State Government employees, teaching and non-teaching staff of aided educational institutions on Central scales of pay vide G.Os read 2nd and 3rd above.

2. The terms of reference of the Committee were as follows:

(i) to determine and recommend comparability of posts under the services mentioned below with those under the Central Government, in terms of the existing parities in the State and with such modification as may become necessary, for deciding the new pay scales at Central rates:

(a) Posts under Government Services.

(b) Posts under educational institutions of the Government and also such institutions covered by direct payment scheme excluding those covered by UGC/AICTE etc., scheme of scales of pay and also for whom Central scales of pay have already been allowed such as teaching staff in Medical Colleges, etc.

(c) Posts under Local Bodies.

(ii) to determine the new scales of pay for posts to which special pays are attached, such special pays should also be taken into account.

(iii) to recommend new scales of pay at Central rates to the various posts coming under the services mentioned under item (i) above.

(iv) to examine whether the existing scheme of ratio promotions and time-bound higher grades need revision with reference to the system obtaining in Central services and if so to what extent.

(v) to examine whether other service benefits enjoyed by the State Government employees but which are not available to Central Government employees should be continued and if so to what extent.

(vi) to examine whether other service benefits enjoyed by Central Government employees and at present not available to State Government employees should be extended to them along with Central pay scales.

(vii) to propose the method of fixation of pay of the existing employees in the new pay scales.

3. The Committee submitted its report in August 1992. On the basis of the discussions with the representatives of the joint service organisations on the recommendations of the Pay Equalisation Committee, the Government constituted a Cabinet Sub Committee to examine and study the representations of the service Associations connected with the Report of the Pay Equalisation Committee. The Cabinet Sub-Committee, after discussions with the associations and after detailed examination of the representations, submitted their recommendations to the Cabinet. After examining the Report of the Pay Equalisation Committee and the recommendations of the Cabinet Sub Committee, Government are pleased to issue the following orders.

4. The existing scales of pay will be revised as shown in Annexure I. The revised scales will come into force from 1st March, 1992. The revised scales of pay for various posts are given in Annexure II.

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

PAY FIXATION AND PAYMENT OF REVISED SALARY

6. The rules for the fixation of pay in the revised scales are incorporated in Annexure III. As specified in the rules for fixation of pay, a fitment benefit of 7% of the basic pay in the existing scale, subject to a minimum of Rs. 75 and a maximum of Rs. 250, will be allowed while fixing the pay in the revised scale.

7. Arrears of salary on fixation of pay in the revised pay scales for the period upto 31-8-1992 will be impounded and credited to the PF account of the employees. These arrears will not be allowed to be withdrawn till 31-12-1994. Arrear Bills may be claimed with attached Provident Fund schedules for crediting the same to the Central Provident Fund Accounts of the employees. Interest on the arrears credited to the Central Provident Fund Account will accrue from the first of the month in which the Bill is presented in the Treasury.

PROMOTION PROSPECTS

8. (a) *Ratio/Percentage based higher grades:—*

All the existing ratio/percentage based higher grades will continue.

(b) *Time Bound Higher Grade Promotion Scheme:*

1. The existing time bound higher grade promotion scheme and the grades to be assigned on revision of pay scales under the scheme, will be modified as specified in the Tables given below with effect from 1st March 1992. The general conditions for the grant of higher grades as laid down in Government Circular No. 54/92 (130)/Fin. dated 6/11/1992 will be followed subject to the following specified/modified conditions.

2. Scale of pay of entry posts and time bound higher grades for employees other than Teachers:

Employees who remain in their entry posts on scales of pay ranging from Rs. 775-1065 to Rs. 2500-4000 on completion of prescribed periods of service in these posts, will be granted higher grades as specified below:

(i) Those on entry posts with pay scales of Rs. 775-1065, Rs. 800-1200 and Rs. 825-1250 will be granted three higher grades as follows:

- (a) The first higher grade on completion of 10 years of service in the entry post.
- (b) The second higher grade on completion of either 10 years of service in the first promoted post or a total service of 20 years both in the entry post and first regular promotion post/ time bound higher grade together, whichever is earlier.
- (c) The third higher grade on completion of 25 years of total service in the entry post and regular promotion post(s)/time bound higher grade together.

TABLE I

<i>Revised pay scales of entry post</i>	<i>1st time bound higher grade for 10 years of service in the entry post</i>	<i>2nd time bound higher grade for 20 years of service with ref. to entry post</i>	<i>3rd time bound higher grade Completion of 25 years of service with ref. to entry post</i>
(1)	(2)	(3)	(4)
775-1065	800-1200	825-1250	950-1500
800-1200	825-1250	950-1500	975-1540
825-1250	950-1500	975-1540	975-1660

(ii) Those on entry posts with pay scales ranging from Rs. 950-1500 to Rs. 2375-3500 will be granted two time bound grades; the 1st on completion of 12 years of service in the entry post and the 2nd on completion of either 12 years of service in the first promotion post or 24 years of total service both in the entry post and 1st promotion post/higher grade together, whichever is earlier.

(iii) In the case of Professional Colleges (where U. G. C./AICTE etc. pattern of scales are not applicable) where there exist four levels from the entry grade to the Professors grade, a totality of 12 years service in the first two levels will qualify for first higher grade specified in the Table given below.

(iv) Direct recruits on the scale of pay of Rs. 2500-4000 will be given a higher grade on completion of 12 years of service in the entry post. However, a direct recruit will get the benefit of 12 year time bound promotion only if his non-direct recruit qualified senior has been promoted.

The scale of pay of entry posts and the higher grades admissible will be as shown below.

TABLE II

<i>Revised pay scale of entry post</i>	<i>1st time bound higher grade for 12 Years of service in the entry post</i>	<i>2nd time bound higher grade for 24 years of service with ref: to entry post</i>
(1)	(2)	(3)
950-1500	975-1660	1400-2300
975-1540	1125-1720	1400-2300
975-1660	1125-1720	1400-2600
1125-1720	1200-2040	1400-2600
1200-2040	1350-2200	1520-2660
1350-2200	1520-2660	1640-2900
1400-2300	1600-2660	1640-2900
1400-2600	1640-2900	2000-3200
1520-2660	2000-3200	2200-3500
1600-2660	2000-3200	2200-3500
1640-2900	2060-3200	2200-3500
2000-3200	2200-3500	2500-4000
2060-3200	2200-3500	2500-4000
2200-3500	2500-4000	3000-5000
2375-3500	2500-4000	3000-5000
2500-4000	3000-5000	Nil

QUALIFYING SERVICE AND DETERMINATION OF GRADES

9. (i) The term 'entry post' shall be defined as the post to which an employee is initially appointed in Government service by direct recruitment by the competent authority. Appointments by transfer will also be treated as equivalent to direct recruitment for allowing the benefit of higher grade. The time bound grade / grades admissible will be determined with reference to this initial entry post only. Those who get regular promotion or appointment to higher posts within the period specified for each time bound higher grade, will not be eligible for the time bound higher grade during that period.

(ii) Scales of pay in column 1 of the tables above denote the pay scales of the posts to which the employees are recruited initially and the time bound higher grades allowable on completion of prescribed periods of service, on each such entry post, will be as specified in column 2, 3 and 4 of the tables as the case may be and not with reference to the scale of pay of the promotion post or higher post held subsequently.

(iii) In case the scale of pay of regular promotion post is higher than the time bound higher grade allowed as specified in the Table above, fixation of pay on his promotion to this regular post will be done based on the basic pay notionally arrived at in the lower post.

(iv) In case the 24 year higher grade admissible as per the Table under para 8 above is equal to or higher than the 1st promotion post, that grade will be modified and fixed at the next higher scale in the list of standard scales of pay.

(v) Those who are eligible for the higher grade on completion of the specified qualifying service shall be given the right of option to elect any date for that higher grade. The option shall be exercised within three months from the date on which the higher grade fell due, failing which the higher grade will be granted with effect from the date it fell due.

(vi) War/Military service which counts for civil pension will be reckoned for computing the qualifying service for the grant of first higher grade. Civilian service under Military will not, however, count for higher grade.

(vii) Attenders/Clerical Assistants, Binders and Drivers appointed by transfer from last grade service are eligible for reckoning their last grade service also for computing the total qualifying service for the 25 years grade in the cadre of Attenders/Clerical Assistants, Binders and Drivers. This benefit is not admissible for the 10 and 20 years time bound grades in the above posts.

(viii) Non-teaching staff of Aided-Schools, Private Colleges and Polytechnics who come under the scheme of direct payment of salary by Government are also eligible for time bound grade promotions subject to the following modifications:

The service for the 2nd higher grade for Lower Division Clerks in Aided Schools will be 22 years and not 24 years specified for others. Similarly, Last Grade Employees in Aided Schools will be granted 3rd higher grade on completion of 23 years of service as at present.

(ix) For assigning higher grades equivalent to regular promotion posts, possession of prescribed qualification, if any, for promotions will be insisted. For unqualified hands, in such cases, only the next higher scale in the standard scales of pay will be allowed.

(x) Employees having higher time bound grades as on 1-3-1992 or date of option, as the case may be, will be fitted into the new time bound grades as noted below; but time bound grades under the pre revision scheme will not be allowed on or after 1-3-92.

(a) Those whose entry posts were on the lowest three pre-revision scales of pay ranging from Rs. 750-1075 to Rs. 805-1190 and having time bound higher grades will be fitted into the new corresponding time bound grades.

(b) Others whose entry posts were on pre-revision pay scales ranging from Rs. 825-1290 to 1830-3420 and enjoying different time bound higher grades will be fixed as follows:

(i) Those having 10 years higher grade with less than 12 years of service will be straight way fitted in the basic scale of the post as revised, on the basis of the pay they would have drawn on the date of option in the basic scale of the post, following the pay fixation rules given in Annexure III.

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

(iii) Those having 20 years higher grade with less than 24 years of service, will be fitted in the new 12 year higher grade following the fixation rules in Annexure III. On completion of 24 years of service they will be assigned the new 24 years grade and their pay fixed under Rule 30, Part I, KSR, since they have already enjoyed Rule 28-A benefit in the pre-revision second higher grade.

(iv) Those having 25 years higher grade will be fitted in the new 24 years grade following the pay fixation rules in Annexure III.

Note:—In case the pay fixed in the new time bound grades following the methods specified above is less than the pay drawn in the pre-revised grade, the difference will be protected as 'personal pay' to be absorbed at the time of next promotion/grade.

(xi) Time bound grades fell due on or after 1-3-1992 and already granted under the existing scheme will be reviewed, and revised time bound grades as mentioned in the tables above will be allowed.

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

(xiii) Time bound promotion grades in respect of teaching staff of Primary and Secondary Schools will be as shown separately in this order.

TEACHERS

10. (i) Teachers in Secondary and Primary Schools in the State will be in the following scales of pay with effect from 1-3-1992.

(a) *Secondary Schools*

Revised Scale

Graduate Teacher and existing equated categories	Rs. 1400-2600
Do. Senior Scale (After completion of 12 years)	Rs. 1640-2900
Do. Selection Scale (After 12 years in Senior Scale and attainment of Post Graduate qualification, limited to 20% of Senior Scale posts)	Rs. 2000-3500
Headmaster	Rs. 2000-3500
Do. Senior Scale (After 12 years as Headmaster and attainment of Post Graduate qualification)	Rs. 2200-4000

(b) *Primary Schools*

Teacher (P.D.) and existing equated categories	Rs. 1200-2040
Do. Senior Scale (After 12 years)	Rs. 1400-2600
Do. Selection Scale (After 12 years in the Senior Scale and attainment of Trained Graduate Teachers qualification, limited to 20% of Senior Scale posts).	Rs. 1640-2900
Headmaster	Rs. 1640-2900
Do. Senior Scale (After 12 years and attainment of qualification laid down for Trained Graduate Teachers).	Rs. 2000-3500

(ii) All other categories of teachers in different wings of General Education Department such as DIET, Hindi Teachers Training Institute etc. which are equated to the category of PD/HS Teachers in Government and Aided Schools will be eligible for the new corresponding scales of pay. These scales are applicable also to other category of teachers like Language Teachers, Specialist Teachers, Physical Education Teachers etc. or equivalent teaching posts carrying the same scales of pay/grades. The scales of pay in respect of all these categories are now equated to one or the other category of teachers. That parity will be retained and these teachers will be granted appropriate pay scales keeping in view the parity that already exists.

(iii) Those who have completed 18 years of service as on 1-3-1992 will be exempted from acquiring the higher qualification prescribed for Selection Scale in respect of teachers and for Senior Scale in respect of Headmasters. All others will be given the Selection Scale/Senior Scale only after acquiring the qualifications prescribed for these scales.

(iv) The Selection Scale posts of Teachers for 24 years of service will be limited to 20% of the total Senior Scale posts in each category of the posts as defined in Rule 3, Chapter XXIII KER.

11. Detailed rules for fixation of pay are given below:

(i) Pay fixation rules in Annexure III and the rules for assigning the new time bound higher grades for other categories of employees, referred to in Para 9 of this order, will generally apply in the case of teachers as well.

(ii) Grade I Teachers who have put in less than 12 years service will be straightway fixed in the basic scale of the entry post as revised, as if they have not enjoyed the 10 years higher grade.

(iii) Existing Grade I Teachers who have completed more than 12 years of service and not enjoyed the Senior Grade for 20 years as on 1-3-1992 will be placed in the new Senior Scale (12 year scale) as revised by applying the fixation rules in Annexure III. On completion of 24 years service and becoming eligible for Selection Scale, their pay will be fixed in the new Selection Scale by applying Rule 28A Part I, K.S.R.

(iv) Existing Senior Grade Teachers below 24 years service will be placed in the Senior Scale (12 years scale) as revised by applying the fixation rules in Annexure III. On becoming eligible for the new 24 year Selection Scale they will be assigned that Selection Scale and their pay fixed under Rule 30 Part I, K.S.R. since they have already enjoyed Rules 28A benefit in the pre-revised Senior Grade for 26 years.

(v) Teachers who have put in 24 years of service or more will be placed in the Selection Scale; the total such posts being limited to 20% of posts in the Senior Scale. Those Selection Grade Teachers (25 years Grade) who cannot be assigned the new Selection Scale for want of Selection Scale posts and qualification on the basis of the prescribed norms laid down now, will be fitted in the new Senior Scale of the respective cadre.

In the case of Teachers having less than 18 years of service as on 1-3-1992, the prescribed qualification will be insisted upon for the Selection Scale.

(vi) Headmaster, (Higher Grade) both Primary and Secondary who have not completed 12 years of service will be fitted into the new ordinary scales of Headmaster based on the pay he would have drawn but for the higher grade already enjoyed. Those who have completed 12 years and having prescribed qualification will be placed in the ordinary Scale of Headmaster applying the rules of fixation of pay based on the pay he would have drawn but for the higher grade and then he will be placed in the new Senior Scale with fixation of pay under Rule 28 A, Part I, K.S.R. In both these cases fixation will be made as per the Rules for fixation in Annexure III.

12. Necessary amendments to Special Rules/Kerala Education Rules which are found essential on the basis of these orders will be considered and appropriate orders issued by Government in the Education Department.

Increments

13. (a) Rates:—Increment rates in the revised scales of pay are comparatively less than those in the existing State scales of pay. In order to protect the drop in the incremental rates on fixation of pay in the revised scale, the following procedure will be followed:

If the increment drawn in the pre-revision scale is higher than the increment due in the revised scale, the difference will be protected by way of 'personal pay' at each incremental stage in the revised scale. Such personal pay will continue till the rate of increment in the revised scale becomes the same or more than that drawn in the pre-revision scale on earning increments in the revised scale or on promotion or on revision of scales of pay.

Eg:—An Upper Division Clerk drawing a pay of Rs. 1290 from 1-7-1991 in the scale of Rs. 950-25-1100-30-1250-40-1530-60-1590, enjoying the rate of increment of Rs. 40, on revision of scale to Rs. 1200-30-1560-40-2040, with effect from 1-3-1992 will get his pay fixed at Rs. 1410. The rate of increment in his revised scale would be only Rs. 30 on 1-7-1992 and it will be the same till he reaches the stage of Rs. 1560 in the scale. Hence the difference of Rs. 10 in the incremental rate will be protected at each incremental stage in the revised scale, till the increment rate in the revised scale also become Rs. 40 or more as follows:

Date	Pay range	Increment rate in the pre revision Scale	Increment rate in the revised Scale	Normal increment + P.P. by way of Protection
1-7-1992	1440	40	30	30+10
1-7-1993	1470	40	30	30+20
1-7-1994	1500	40	30	30+30
1-7-1995	1530	40	30	30+40
1-7-1996	1560	40	40	40

(b) Stagnation Increment

Employees who reach the maximum of their scales of pay and become ineligible for any increment in their existing scales are now granted three stagnation increments—the first two annual and the last one biennial after reaching the maximum of the scale. The Pay Equalisation Committee, following the pattern obtaining in the Government of India, has recommended stagnation increments on completion of every two years beyond the maximum, subject to three increments. Government accept this and order that the scheme of stagnation increment beyond the maximum of scale of pay will be modified by granting one increment for every two years of service subject to a maximum of three increments. The rate of increment will be the rate of last increment drawn in the scale of pay.

(ii) The Executive Engineer (Buildings), Public Works Department in whose jurisdiction the office is situated shall be required to issue a certificate to the drawing and disbursing officer indicating therein the distance between the place of the office and the last point of city/municipal unit as computed in sub para (i) above and the Executive Engineer will issue such certificate in respect of the offices coming within their jurisdiction expeditiously.

(3) *Special rates of House-Rent Allowance*

The Pay Equalisation Committee has not recommended any revision of special rates of House-Rent Allowance paid to the personnel of Police, Fire Force, etc. Departments and suggested that since the general rates of House Rent Allowance are being revised in a better way, the employees may draw either the revised HRA or the existing special rates of House Rent Allowance whichever is advantageous to them. Government accept this recommendation and order accordingly.

(4) *City Compensatory Allowance*

At present City Compensatory Allowance at a uniform rate of Rs. 15 p.m. is paid to Government employees working in offices located within the city limits of Thiruvananthapuram, Kochi and Kozhikode Corporation. The Pay Equalisation Committee has recommended enhancement of this allowance to Rs. 20 p.m. on the basis of the then existed classification by the Government of India. On the basis of the revised classification subsequently ordered by the Government of India, bringing these cities to the status of B1 class cities, the City Compensatory Allowance will be paid as specified below:

<i>Pay Range (Basic Pay)</i>	<i>Rate per month</i>
Below Rs. 950	Rs. 25
Rs. 950 and above but below Rs. 1500	Rs. 35
Rs. 1500 and above but below Rs. 2000	Rs. 50
Rs. 2000 and above	Rs. 75

(3) *Education Allowance*

The Pay Equalisation Committee has observed that in one State where there is no change of books or system from place to place and where there is no fee upto Pre-Degree classes, there is no case for extending these benefits. Government agree with these views.

(5) *Leave Travel Concession*

The Pay Equalisation Committee has observed that, considering the enormous financial commitments involved, leave travel concession may be deferred for the present and the same sanctioned when periodical surrender of Earned Leave is ultimately stopped. LTC cannot be considered favourably in view of the huge financial commitment involved and the prevailing financial position of the State.

(7) *Special Pay, Compensatory Allowance, Risk Allowance, T.A. etc. etc.*

The Pay Equalisation Committee has examined only the issues connected with revision of pay scales at Central rates and also a few other allowances such as HRA and CCA. There are several other benefits such as Special Pay, Compensatory Allowances, Risk Allowances, T.A., Permanent Travelling Allowance/Permanent Conveyance Allowance, Uniform and Stitching Allowances etc. which used to be reviewed by the Pay Commission appointed from time to time. Government order that all those benefits which are covered by the General Pay Revision Order of 1988 viz. G.O. (P) 480/89/Fin. dated 1-11-1989 and its subsequent amendments but not examined by the Pay Equalisation Committee, will be examined by the Finance Department and appropriate orders will be issued separately. Until then these allowances, except those specifically mentioned otherwise in Annexure-II of this Order, will continue.

Earned Leave and Surrender of Earned Leave

17. Under the existing scheme employees can surrender earned leave upto 45 days in a year that too four times without any restriction regarding the interval. The limit of terminal surrender of earned leave is 240 days. The Pay Equalisation Committee has recommended that E.L. that can be surrendered by the employees in a year may be restricted to a block of 15 days in the case of regular employees and in the case of Contract/P.T. Contingent employees this period will have to be curtailed. They have also recommended to curtail entitlement of Earned Leave from 33 2/3 days to 30 days in a year as in Government of India. These recommendations have been considered and Government order as follows:

Part-Time Contingent Employees

14. *Emoluments*.—The Pay Equalisation Committee has not recommended any revision of the emoluments to this category of employees since monthly remuneration at any fixed rate is not available under the central pattern where only daily wages are paid. Since the regular State Government Employees are being given enhanced salary on the basis of revised pay scale with fitment benefits, Government are pleased to order that the emoluments of the different categories of part-time Contingent Employees will be revised as follows:

	<i>Revised Rates</i>
1. Those on Rs. 500+DA	Rs. 535+DA
2. (a) Those on Rs. 430+DA	Rs. 460+DA
(b) Those on Rs. 345+DA	Rs. 370+DA

*Allowance and Other Additions to Pay*15. (1) *Dearness Allowance*

Dearness Allowance will continue to be at the same rates as in Central Government and paid on the basis of the orders issued by the State Government from time to time.

(2) *House Rent Allowance*

(a) House rent allowance will be paid at the revised rates based on pay ranges and classification of Cities/places, as shown below:—

TABLE

<i>Pay Range</i>	<i>Amount of HRA Payable</i>			
	<i>* B2 Class cities</i>	<i>* Municipalities coming under C class cities</i>	<i>* District Headquarters, Municipal Towns, Taluk Head quarters, Townships Other than B2 and C Class Cities</i>	<i>Unclassified places</i>
(1)	(2)	(3)	(4)	(5)
750-949	80	60	60	50
950-1499	130	90	90	
1500-2799	230	150	130	
2800-3599	300	200	150	
3600-4499	400	270	150	
4500-6300	500	330	150	

* See Appendix IV

Note:— The rate of the HRA payable is subject to the classification of the cities/places from time to time by the Government of India and appropriate orders thereon by the State Government.

(b) Employees working in offices situated within 5 km. from B2 class cities and 1 km. from 'C' Class cities will be paid House Rent Allowance at the rate admissible in the respective categories, subject to observation of following procedure as at present:

(i) For this purpose the distance shall be computed with reference to the nearest route between the cities/municipalities and the place where the office is situated.

(i) earned leave that can be surrendered in a financial year will be a block of 15 days for all categories of employees including Contract and Part Time Contingent Employees.

(ii) Entitlement of earned leave in a year will continue at the existing rate i.e. 33 2/11 days as at present.

(iii) The limit of terminal surrender of earned leave will continue to be 240 days.

(iv) Restriction in the number of days of surrender of earned leave in a financial year will take effect from 1-3-1992. Surrender of earned leave in excess of the above limit of 15 days, if any sanctioned on or after 1-3-1992, will be reviewed and excess leave salary paid adjusted from the arrears of salary payable on the basis of this revision of scales of pay.

Pension and other related benefits

17. Revision of pension and other related benefits of State Government Employees have not been specifically referred to the Pay Equalisation Committee and therefore they have not gone into these issues while examining revision of scales of pay at Central rates. Since revision of pensionary benefits used to be done along with revision of pay scales, Government are pleased to order that the pension and other related benefits payable to State Government Employees, in the light of the revision of pay scales effected by these orders will be examined in detail by the Finance Department and appropriate orders issued separately.

GENERAL

18. The orders on the various recommendations of the Pay Equalisation Committee will take effect from 1st March 1992.

19. Orders on revision of scales of pay of Judicial Officers will be issued separately.

20. Those officers who were paid/drew ad hoc bonus on the basis of G.O. (P) 420/93/Fin. dated 10-8-1993 but who become ineligible on the basis of the emoluments to be fixed on revision of scales ordered now, need not refund the excess drawn. The orders in para 2(iii) of G.O. dated 10-8-1993 is cancelled.

21. The revised scales of pay and other benefits sanctioned in this order will be applicable to all full-time State Government employees, Aided School and Private College Staff including those employed in Private Polytechnics and also employees of Local Bodies to whom State scales of pay are applicable.

22. According to the existing rules, fixation of pay as contemplated under Rule 28A Part I KSRs will not be applicable to cases of promotion/appointments made from posts carrying a scale of pay the minimum of which exceeds Rs. 2640. This limit will be revised to Rs. 3900 and will take effect from 1st March 1992. Necessary amendments to the KSRs will be issued separately.

23. The pay of all non-gazetted officers will be fixed in accordance with these orders by the officers who draw and disburse their salary. The pay fixation statement of those who draw salary on countersigned bills shall be approved by the countersigning authority. In the case of Gazetted Officers (Rs. 2000-3200 and above) the drawal of the revised salary will be authorised by the Accountant General on the basis of their option. The non-gazetted officers will forward their option to the officer who draws their salary or countersigns the salary bills, as the case may be, and the Gazetted Officers to the Accountant General. The option statement will be pasted in the Service Book in the case of the Non-Gazetted Officers after countersignature by the drawing officer.

24. Where promotion posts happen to have the scale of pay of feeder category posts, one advance increment will be granted to the incumbents appointed by promotion in posts carrying the scale of pay of feeder category posts.

25. Omissions or errors, if any in respect of posts or scales of pay indicated in Annexure II of these orders should be reported to Government by the Heads of Departments within a month positively with relevant supporting documents for timely rectification.

26. Those who retired since 1-3-1992 will be paid the arrears of salary in cash. Those in whose case it is not obligatory to maintain Provident Fund Accounts i.e. provisional employees, Personal staff of Ministers and Part-time Teachers/Part-time Contingent employees will be paid the arrears of salary in cash in one instalment on retirement or on termination of service or after 31-12-1994 whichever is earlier. Those who retire or relinquish service before 31-12-1994 will also be paid the arrears of salary in lump on their retirement or termination of service.

27. If in any case it is found by the authority competent to approve the pay fixation statement that the option exercised by an employee is invalid on account of his reversion before the date of effect of option, such authority may ask the employee to forward re-option within one month from the date of intimation and accept the re-option if received within the time limit. If the re-option is not received within the stipulated time, the employees will be deemed to have opted for the revised scale with effect from 1st March 1992.

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

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

30. Recoveries will be insisted upon in cases where overpayments are made on account of wrong fixation. If an officer competent to fix pay under these orders or approve the pay fixation or countersign the option statement has any doubt in the application of the rules, he shall seek clarification of the Government before approving the pay fixation and disbursing the pay.

By order of the Governor,

M. MOHANKUMAR,
Commissioner and Secretary (Finance).

To

- The Accountant General (A&E/Audit), Kerala, Thiruvananthapuram.
- All Heads of Departments and Offices.
- All Departments (All Sections) of the Secretariat.
- The Secretary, Kerala Public Service Commission (with C.L.)
- The Registrar, University of Kerala/Cochin/Calicut (with C.L.)
- The Registrar, Mahatma Gandhi University, Kottayam (with C.L.)
- The Registrar, Kerala Agricultural University, Thrissur (with C.L.)
- The Secretary, Kerala State Electricity Board (with C.L.)
- The General Manager, Kerala State Road Transport Corporation (with C.L.)
- The Registrar, High Court, Ernakulam (with C.L.)
- All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government
- The Secretary to Governor.
- The Private Secretaries to Chief Minister and other Ministers.
- The Private Secretaries to the Leader of Opposition and Government Chief Whip.
- The Director of Public Relations, Thiruvananthapuram.
- The Under Secretary to the Chief Secretary.

Annexure I

Existing 26 scales

Revised 28 scales
(Not corresponding scales)

1. 750-10-760-15-805-20-925-25-1025	1. 775-12-955-14-1025-20-1065
2. 775-15-805-20-925-25-1100-30-1160	2. 800-15-1010-20-1150-25-1200
3. 805-20-925-25-1100-30-1190	3. 825-15-900-20-1200-25-1250
4. 825-20-925-25-1100-30-1250-40-1290	4. 950-20-1150-25-1500
5. 845-20-925-25-1100-30-1250-40-1370	5. 975-25-1150-30-1540
6. 865-20-925-25-1100-30-1250-40-1450	6. 975-25-1150-30-1660
7. 905-20-925-25-1100-30-1250-40-1490	7. 1125-25-1150-30-1720
8. 950-25-1100-30-1250-40-1530-60-1590	8. 1200-30-1560-40-2040
9. 1000-25-1100-30-1250-40-1530-60-1710	9. 1350-30-1440-40-1800-50-2200
10. 1050-25-1100-30-1250-40-1530-60-1830	10. 1400-40-1800-50-2300
11. 1100-30-1250-40-1530-60-1830-80-2070	11. 1400-40-1600-50-2300-60-2600
12. 1220-30-1250-40-1530-60-1830-80-2150	12. 1520-40-1800-50-2300-60-2660
13. 1250-40-1530-60-1830-80-2230	13. 1600-50-2300-60-2660
14. 1330-40-1530-60-1830-80-2470-85-2555	14. 1640-60-2600-75-2900
15. 1370-40-1530-60-1830-80-2470-85-2640	15. 2000-60-2300-75-3200
16. 1450-40-1530-60-1830-80-2470-85-2725-100-2825	16. 2060-60-2300-75-3200
17. 1590-60-1830-80-2470-85-2725-100-2925-125-3050	17. 2000-60-2300-75-3200-100-3500
18. 1650-60-1830-80-2470-85-2725-100-2925-125-3175	18. 2200-75-2800-100-3500
19. 1830-80-2470-85-2725-100-2925-125-3425	19. 2200-75-2800-100-4000
20. 2070-80-2470-85-2725-100-2925-125-3550	20. 2375-75-3200-100-3500
21. 2470-85-2725-100-2925-125-3675	21. 2500-75-2800-100-4000
22. 2640-85-2725-100-2925-125-3675-140-3815	22. 2650-75-2800-100-4000
23. 2825-100-2925-125-3675-140-4095	23. 3000-100-3500-125-5000
24. 3050-125-3675-140-4095-170-4435	24. 3900-125-4775-150-5075
25. 3175-125-3675-140-4095-170-4605	25. 4200-125-4700-150-5300
26. 4435-170-5285	26. 4500-150-5700
	27. 5100-150-5700
	28. 5100-150-6300

1830
1890
1910

Annexure II
SCHEDULE OF SCALES OF PAY

Designation	Existing scale Rs.	Revised scale Rs.
(1)	(2)	(3)
Common Categories of Posts		
Senior Administrative Officer, Senior Finance Officer	2640-3815	3900-5075
Administrative Officer Grade I, Finance Officer Grade I	2470-3675	3000-5000
Administrative Officer Grade II, Finance Officer Grade II	1830-3425	2500-4000
Financial Assistant/Accounts Officer	1590-3050	2200-3500
Administrative Assistant	1590-3050	2200-3500
Divisional Accountant	1370-2640	2000-3200
Senior Superintendent (and equated posts like Manager)	1370-2640	2000-3200
Junior Superintendent (and equated posts like Manager)	1220-2150	1520-2660
Fair Copy Superintendent (Higher Grade)	1330-2555	1640-2900
Fair Copy Superintendent	1220-2150	1520-2660
Head Clerk/Head Accountant (and equated posts)	1050-1830	1400-2300
Upper Division Clerk (and equated posts)		
Upper Division Accountant		
Accountant		
Store Clerk		
Auditor		
Store Keeper	950-1590	1200-2040
Clerk-cum-Accountant		
Cashier		
Assistant Store Keeper		
Store Assistant		
Accounts Clerk		
Clerk-cum-Store Keeper		
Steward Clerk		
Clerk-cum-Cashier	950-1530	1200-2040
Sergeant		
Lower Division Clerk (and equated posts)		
Store cum Record Keeper		
Record Keeper		
Store Clerk		
Copyist		
Accountant		
Clerk-cum-Cashier		
Assistant Cashier Clerk		
Store keeper	825-1290	950-1500
Clerk-cum-Store Keeper		
Auditor		
Record-cum-Store Keeper		
Assistant Store Keeper		
Tally Clerk		
Store Assistant		
Clerk Steward		
Cashier		
Store Keeper cum-Clerk		
Clerk-cum-Accountant		
Junior Accountant		
Cashier-cum-Clerk		

* The existing pattern of one Fair Copy Superintendent for every 6 Typists in an office will continue. 50% of the posts will continue to be on the higher grade.

† The existing ratio of 1:1 between L.D. and U.D. Clerks will continue.

(1)	(2)	(3)
Confidential Assistant—Selection Grade	1450-2825	2060-3200
Confidential Assistant Senior Grade	1330-2555	1640-2900
Confidential Assistant/Steno-Typist Grade-I	1100-2070	1400-2600
Confidential Assistant/Steno-Typist Grade-II	865-1450	1125-1720
Senior Grade Typist	1050-1830	1400-2300
Upper Division Typist	950-1590	1200-2040
† Lower Division Typist	825-1290	950-1500
Clerk-cum-Typist		
Clerk-Typist		
Typist Clerk		
† Driver Grade-I	865-1450	975-1660
Driver Grade-II	805-1190	825-1250
§ Binder Grade-I	865-1450	975-1660
Binder Grade-II	805-1190	825-1250
Chief Operator (Audio Visual)	1000-1710	1350-2200
Driver-cum-Operator/Projectionist and similar categories	905-1490	1125-1720
Cinema Operator/Projectionist/ Audio Visual Tractor Operator Grade-II	805-1190	825-1250
Dr. Grade-I	865-1450	975-1660
Artist/Photographer/Artist-cum-Photographer	1220-2150	1520-2660
Artist/Photographer/Artist-cum-Photographer	1000-1710	1350-2200
Artist/Photographer/Artist-cum-Photographer and similar categories	865-1450	975-1660
<i>Common Pool - Librarians</i>		
† Librarian Grade-I	1590-3050	2200-3500
Librarian Grade-II	1330-2555	1640-2900
Librarian Grade-III	1220-2150	1520-2660
Librarian Grade-IV	905-1490	1125-1720
** Attender	Grade-I Grade-II	805-1190 825-1250 800-1200
Clerical Attender/Technical Attender		
Clerical Assistant (and similar categories)		
<i>Miscellaneous Categories</i>		
Roller Driver Grade-I	950-1590	1200-2040
Roller Driver Grade-II	825-1290	950-1500
Roller Driver/Assistant Roller Driver	805-1190	825-1250
Roller Cleaner/Lorry Cleaner	775-1160	800-1200
Oil Engine Driver	825-1290	950-1500
Driver-cum-Mechanic/Driver Mechanic		
Workshop Mechanic/Motor Mechanic	825-1290	950-1500
Fitter		
†† Motor Boat Driver	Grade-II	805-1190
Tractor Driver/Boat Driver/Syrang	Grade-I	865-1450

* The ratio among the posts of Senior Grade, Grade I and Grade II Confidential Assistants will be 2:3:3. One-fourth of the posts of Senior Grade Confidential Assistants will continue to be placed on the Selection Grade.

† The existing ratio of 1:2:2 among Senior Grade, Upper Division and Lower Division Typist will continue.

† The existing ratio of 1:2 between Grade I and Grade II Drivers will continue.

§ The existing ratio of 1:2 between Grade I and Grade II Binders will continue.

|| Existing ratio of 1:2 between Grade I and Grade II posts will continue.

¶ Those who come under U. G. C. Scheme will be given U. G. C. Scales of Pay.

** The existing ratio of 1:2 between Attender Grade-I and Grade-II will continue.

†† The ratio between Grade-I and Grade-II posts will be as for Drivers.

(1)	(2)	(3)	
	Rs.	Rs.	
*Engine Driver	Grade-II	805-1190	825-1250
Motor Driver	Grade-I	865-1450	975-1660
Loco Driver			
Driver-cum-Cleaner			
Carpenter			
Turner			
Moulder			
Welder	†Grade-II	805-1190	825-1250
Blacksmith/Smith	Grade-I	825-1290	950-1500
Electrician			
Plumber			
Mechanic			
Workshop Mechanic			
Fitter			
Carpenter-cum-Blacksmith		805-1190	825-1250
Lift Operator			
✓ Stencil Operator/Ronco Operator		775-1160	800-1200
Duplicator Operator			
‡Duffadar		775-1160	800-1200
Mochce			
§Last Grade Employee Grade-II		750-1025	775-1065
Last Grade Employee Grade-I		775-1160	800-1200

II. DEPARTMENTAL SCHEDULE OF POSTS

1. Advocate Generals' Office

Secretary to Advocate General	2640-3815	3900-5075
Deputy Secretary	2470-3675	3000-5000
Under Secretary	1830-3425	2500-4000
Section Officer Higher Grade	1590-3050	2200-3500
Section Officer	1370-2640	2000-3200
Librarian	1370-2640	2000-3200
¶Senior Grade Assistant	1250-2230	1640-2900
¶Senior Grade Typist**	1250-2230	1600-2660
¶Assistant Grade I	1000-1710	1350-2200
¶Typist Grade I	1000-1710	1350-2200
¶Assistant Grade II	865-1450	1200-2040
¶Typist Grade II	865-1450	1125-1720
Office Superintendent	1330-2555+	1640-2900+
	Rs. 50 Spl. pay	Rs. 50 Spl. pay
Library Assistant	825-1290	950-1500
Telephone Attendant	805-1190	825-1250

- * They will be grouped among Driver Grade-II for scale of pay and ratio promotions. They will not be paid special pay.
- † The existing ratio of 1:1 between Grade-II and Grade-I posts will continue.
- ‡ Higher Grade will be applicable as in the case of Attenders.
- § The existing ratio for grade promotions will continue.
- ¶ Twenty per cent of the posts of Section Officers will be placed on Higher Grade
- ¶ The existing ratio of 1:1:1 among Senior Grade, Grade I and Grade II Assistants/Typists will continue.
- ** One third of the posts of Senior Grade Typists, excluding the posts of Office Superintendents, will be allowed Selection Grade on Rs. 1640-2900.

(1)	(2)	(3)
2. Agriculture		
Director	3050-4435	4500-5700
Additional Director	2825-4095	4200-5300
Joint Director/Principal Agricultural Officer	2470-3675	3000-5000
Deputy Director/Chief Soil Chemist/ Subject Matter Specialist/ Plant Protection Officer/Sub Divisional Agricultural Officer	2070-3550	2650-4000
Assistant Director/Assistant Principal Agricultural Officer/Subject Matter Specialist/ Banana Development Officer/Agronomist/Radio Contact Officer/Cashew Development Officer/Special Officer/ Research Officer/Farm Superintendent	1650-3175	2375-3500
Assistant, Soil Chemist	1590-3050	2200-3500
Accounts Officer	1590-3050	Common Category
Administrative Assistant	1590-3050	
Labour Welfare Officer	1590-3050	2200-3500
Agricultural Officer/Technical Assistant/Seed Development Officer/Farm Assistant	1450-2825	2060-3200
Personal Assistant to Director of Agriculture	1450-2825	2060-3200
Examiner of Loans	1370-2640	2000-3200
Agricultural Field Officer	1330-2555	1640-2900
‡Agricultural Assistant Senior Grade	1220-2150	1520-2660
‡Agricultural Assistant Grade I	1000-1710	1350-2200
‡Agricultural Assistant Grade II	865-1450	975-1660
‡Senior Scientific Assistant	1370-2640	2000-3200
‡Scientific Assistant Grade I	1330-2555	1640-2900
‡Scientific Assistant Grade II	1000-1710	1350-2200
Offset Operator	950-1590	1200-2040
Assistant Offset Operator	825-1290	950-1500
Lab. Assistant	825-1290	950-1500
Film Librarian	825-1290	950-1500
Field Supervisor	775-1160	800-1200
Permanent Servant (Higher Grade)	775-1160	800-1200
Lab. Keeper	775-1160	800-1200
Mazdoor	775-1160	800-1200
<i>Agricultural Engineering Wing</i>		
State Agricultural Engineer	2825-4095	4200-5300
§ Research Engineer/Executive Engineer	2470-3675	3000-5000
§ Assistant Exe. Engineer (Civil)/(Agril)	1650-3175	2375-3500
§ Assistant Engineer	1450-2825	2060-3200 **
Draftsman	1050-1830	1400-2300

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

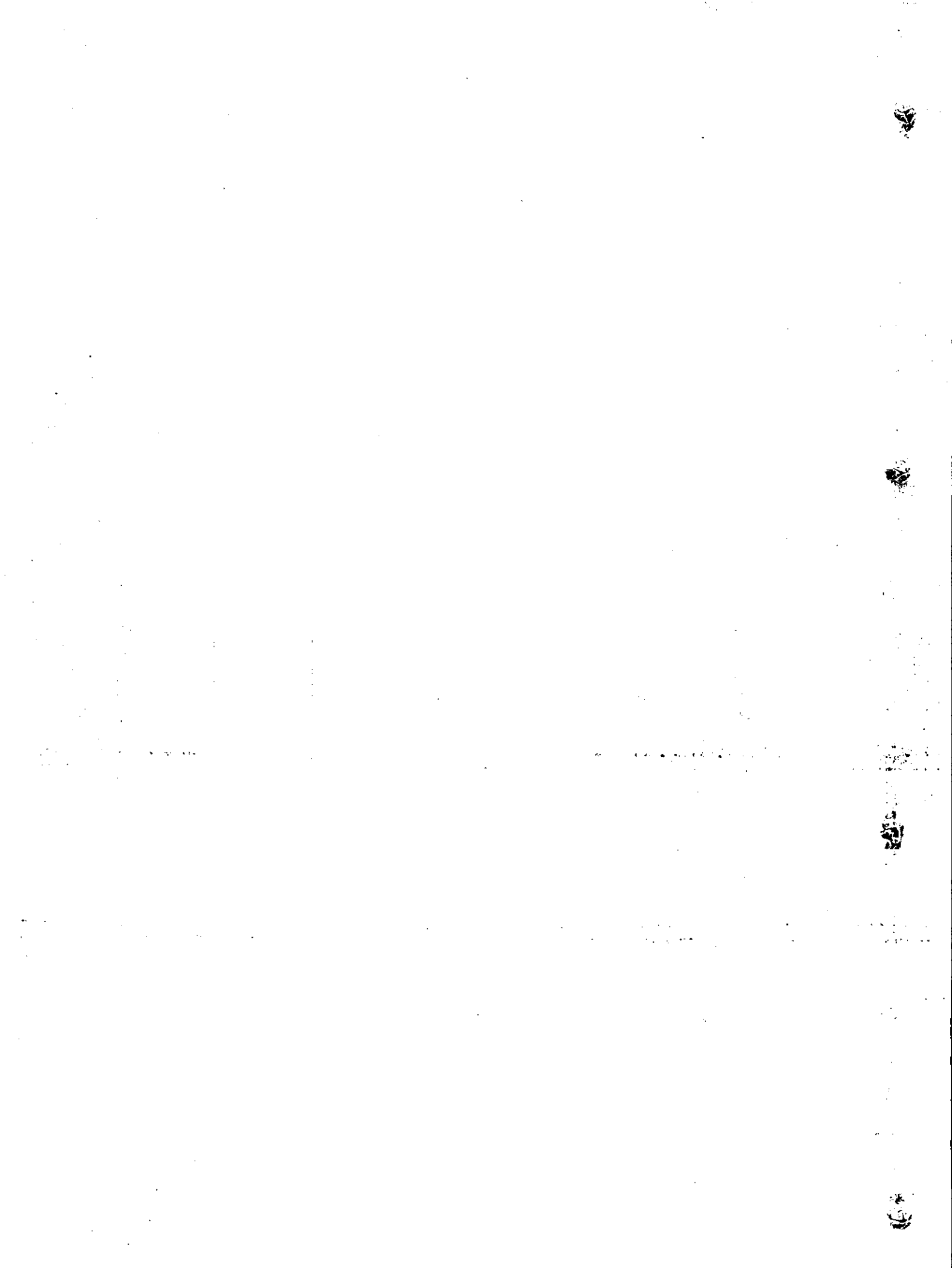
† The ratio among II Grade, I Grade and Senior Grade Scientific Assistants will continue to be 2:1:1.

§ Grades and ratios as in PWD will be given.

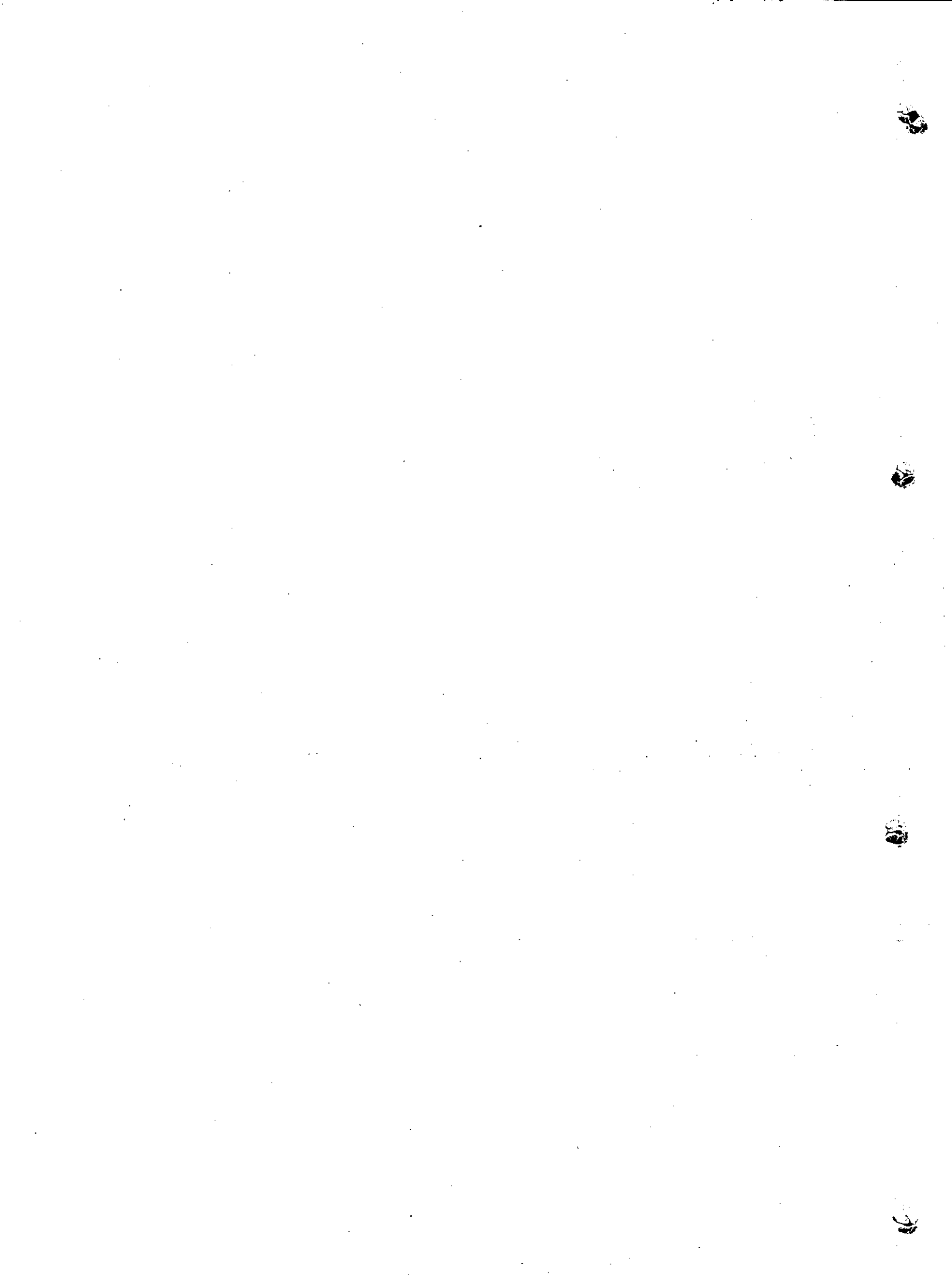
** Non-graduates directly recruited except those recruited under Special Recruitment Scheme will be given the scale of Rs. 1640-2900.

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(1)	(2)	
Overseer Grade I	1050-1830	1
Overseer Grade II	905-1450	1
Store-in-charge	1050-1830	1
Mechanical Engineering Supervisor	1000-1710	1
Foreman	950-1590	1
Farm Mechanic	950-1590	1
Senior Mechanic	825-1290	1
Work Superintendent	825-1290	1
Skilled Assistant	825-1290	1
Filter Point Mechanic	805-1190	8
Borer	805-1190	8
<i>Farm Information Bureau</i>		
Principal Information Officer	2070-3550	26
Editor-cum-Press Relations Officer	1650-3175	23
Technical Assistant/Agricultural Officer	1450-2825	20
Village Level Worker/Demonstrator	1220-2250	15
Technical Assistant	950-1590	12
<i>Animal Husbandry Department</i>		
Campaign Officer	2070-3550	As in Depa
Information Officer	2070-3550	
Publicity Officer	1650-3175	
Editor (Farm News)	1650-3175	
Display Artist	1000-1710	
Dark Room Assistant	750-1025	
<i>Post held by personnel of other departments.</i>		
Senior Administration Officer	2640-3815	As in Depa Common ca
Senior Finance Officer	2640-3815	
Law Officer	1830-3425	
Deputy Director (Statistics)	2070-3550	
Assistant Director (Statistics)	1650-3175	
Research Officer	1590-3050	
Research Officer	1450-2825	
Manpower Officer	1450-2825	
Statistical Officer	1450-2825	
Research Assistant	1220-2150	
U. D. Investigator	950-1590	
L. D. Investigator	825-1290	
U. D. Compiler	950-1590	
L. D. Compiler	825-1290	



	(1)	(2)	(3)
	3. Animal Husbandry		
00	Director	3050-4435	4500-5700
20	Additional Director	2825-4095	4200-5300
00	Director, Institute of Animal Health & Veterinary Biologicals	2825-4095	4200-5300
40	Additional Director, Special Livestock Breeding Programme	2825-4095	4200-5300
40	Principal Training Officer, Livestock Management Training Centre	2640-3815	3900-5075
00	Registrar, Kerala Veterinary Council	2640-3815	3900-5075
00	Joint Director	2470-3675	3000-5000
00	District Animal Husbandry Officer		
50	Principal Training Officer, Livestock Management Training Centre		
50	Chief Disease Investigation Officer		
50	Standardisation Officer		
00	Project Officer, Livestock Disease Control	2470-3675	3000-5000
00	Senior Research Officer		
00	State Livestock Census Officer		
00	Deputy director	2070-3500	2650-4000
200	Project Officer, ICDP		
660	Production Manager, Central Hatchery		
040	Livestock Products Inspecting Officer		
040	Research Officer, Institute of Animal Health & Veterinary Biologicals		
	Quality Control Officer		
	Chief Veterinary Officer		
	Cattle Sterility Officer		
	Assistant Director	1650-3175	2375-3500
	Senior Veterinary Surgeon		
	Superintendent, Goat Farm		
	Superintendent, District Livestock Farm		
	Superintendent, Buffalo Breeding Farm		
	Assistant Project Officer, RAIC		
	Assistant Director, RPF		
	Assistant Director, Planning (upgraded post)		
	Project Officer, IPD Block		
	Disease Investigation Officer		
	Assistant Research Officer		
	Assistant Director, Fodder Development		
	Lecturer, Extension Training Centre		
	Disease Surveillance Officer		
	Forest Veterinary Officer		
	Geneticist		
	Assistant Rinderpest Officer		
	Assistant Director, Cattle Sterility		
	Administrative Assistant	1590-3050	Common category
	* Assistant Executive Engineer	1650-3175	2375-3500
	Plant Engineer	1650-3175	2375-3500
	† Assistant Engineer	1450-2825	2060-3200
	Toxicologist	1450-2825	2060-3200

* $\frac{1}{3}$ of the Posts will be placed on the higher grade as in PWD

† Non-graduates directly recruited except those recruited under Special Recruitment Scheme will be given the scale of Rs. 1640-2900.

(1)	(2)	(3)
Veterinary Surgeon	1450-2825	2060-3200
Scientific Assistant	1450-2825	2060-3200
Chief Instructor	1450-2825	2060-3200
Feed Analyst	1450-2825	2060-3200
Labour Officer	1370-2640	2000-3200
Senior Instructor		
Farm Supervisor		
Feed Mixing Assistant		
Livestock Supervisor		
Extension Supervisor		
Farm Manager		
Supervisor, Livestock Census		
Chemist	1370-2640	2000-3200
Laboratory Supervisor		
Store Supervisor		
Rinderpest Checkpost Supervisor		
Hatchery Supervisor		
Field Supervisor		
Junior Instructor		
Chick Sexing Expert	1220-2150	1520-2660
Poultry Farm Manager		
Livestock Inspector Senior Grade	1220-2150	1520-2660
Livestock Inspector Grade I	1000-1710	1350-2200
Livestock Inspector Grade II	865-1450	975-1660
Laboratory Technician Grade I	1000-1710	1350-2200
Laboratory Assistant Grade I		
Laboratory Technician Grade II	865-1450	975-1660
Laboratory Assistant Grade II		
Incubation Technician	950-1590	1200-2040
Electrician-cum-Mechanic	950-1590	1200-2040
Refrigeration Mechanic	950-1590	1200-2040
Enumerator	865-1450	975-1660
Milk Recorder	865-1450	975-1660
Poultry Assistant	865-1450	975-1660
Booth Attender	805-1190	825-1250
Despatch Rider	805-1190	825-1250
Chick Sexer	825-1290	950-1500
Pump Operator	775-1160	800-1200
Carpenter-cum-Mechanic	775-1160	800-1200
Poultry Attendant	775-1160	800-1200
Gardener Grade II	775-1160	800-1200

Posts held by personnel of other Departments :

Administrative Officer Grade I	2470-3675	} As in parent Department
Finance Officer Grade I	2470-3675	
Joint Director, Statistics	2640-3815	
Statistical Officer	1450-2825	
Research Officer	1450-2825	
Agricultural Officer	1450-2825	
Research Assistant	1220-2150	
Junior Co-operative Inspector	1050-1830	
Draftsman Grade I	1000-1710	
Fodder Supervisor	950-1590	
Upper Division Compiler	950-1590	
X-Ray Technician	905-1490	
Lower Division Compiler	825-1290	
Agricultural Demonstrator	865-1450	

* The existing ratio 3:1 between Veterinary Surgeons and Assistant Directors and equated categories will continue.

The ratio of 5:3:2 among Livestock Inspector Grade-II, Grade-I and Senior Grade will continue.

(1)

(2)

(3)

4. Archaeology

Director	2470-3675	3000-5000
Conservation Officer	2070-3550	2650-4000
Superintending Archaeologist	2070-3550	2650-4000
* Epigraphist	1450-2825	2060-3200
Archaeological Chemist	1650-3175	2375-3500
Research Officer	1450-2825	2060-3200
Documentation Officer	1450-2825	2060-3200
Ethnologist	1450-2825	2060-3200
Artist Superintendent	1450-2825	2060-3200
Education Officer	1450-2825	2060-3200
Publication Officer	1450-2825	2060-3200
† Assistant Engineer	1450-2825	2060-3200
Personal Assistant	1370-2640	2000-3200
Excavation Assistant	1370-2640	2000-3200
Epigraphy Assistant	1370-2640	2000-3200
Curator	1370-2640	2000-3200
Field Assistant	1250-2230	1600-2660
Technical Assistant	1250-2230	1600-2660
Assistant Editor	1220-2150	1520-2660
Preservation Assistant	1220-2150	1520-2660
Research Assistant	1220-2150	1520-2660
Manager	1220-2150	1520-2660
Artist	1220-2150	1520-2660
Documentation Assistant	1220-2150	1520-2660
Designer	1220-2150	1520-2660
Foreman	1050-1830	1400-2300
Museum Assistant	1000-1710	1350-2200
Photographer	1000-1710	1350-2200
Display Technician	1000-1710	1350-2200
Gallery Supervisor	1000-1710	1350-2200
Laboratory Assistant	950-1590	1200-2040
Estampage Maker	950-1590	1200-2040
Draftsman	905-1490	1125-1720
Museum Guide	865-1450	975-1660
Dark Room Assistant	865-1450	975-1660
Head Gardener	805-1190	825-1250
Cook	805-1190	825-1250
Ticket Attender	805-1190	825-1250
Moulder/Helper	775-1160	800-1200
Specimen Collector	775-1160	800-1200
Technical Helper	775-1160	800-1200
Gallery Attender	750-1025	775-1065
Duster	750-1025	775-1065

Posts held by personnel of other Departments

Sub Inspector of Police (Security Officer)
Police Constable (Security Guard)

1100-2070 }
825-1290 }

As in parent Department

* Those on the personal Scale of Rs. 2070—3550 will be granted the corresponding revised Scale of Rs. 2650—4000

† Non-graduates directly recruited except those recruited under Special Recruitment Scheme will be allowed the scale of Rs. 1640—2900.

(1)

(2)

(3)

5. Assistant Public Prosecutors

Deputy Director of Prosecution and Senior Assistant Public Prosecutor	2470-3675	3000-5000
Assistant Public Prosecutor Grade-I	1650-3175	2375-3500
Assistant Public Prosecutor Grade-II	1450-2825	2060-3200

6. Ayurveda Colleges

Principal-cum-Project officer/Principal	2640-3815	3900-5075
Professor/Editor (In the cadre of Professor)	2470-3675	3000-5000
Superintendent, Maternity Hospital	2070-3550	2650-4000
Reader	1830-3425	2500-4000
Chief Medical Officer	1830-3425	2500-4000
Lecturer/Lecturer in Agatantra/Assistant Editor (in the cadre of Lecturer)	1650-3175	2375-3500
Senior Medical Officer/Research Officer/Deputy Manager (ISM)	1650-3175	2375-3500
Lay Secretary/Manager	1370-2640	2000-3200
Demonstrator in Rasatantra/Demonstrator/Tutor/RMO/Medical Officer (Ayurveda)	1450-2825	2060-3200
Nursing Superintendent Grade I	1370-2640	2000-3200
Nursing Superintendent Grade II	1220-2150	1520-2660
Scientific Officer	1650-3175	2375-3500
Medical Officer (Stores)	1330-2555	1640-2900
Store Officer	1220-2150	1520-2660
Store Superintendent	1220-2150	1520-2660
Head Nurse (Allopathy)	1050-1830	1400-2300
Lab Technician Grade I	1050-1830	1400-2300
Lab Technician Grade II	905-1450	1125-1720
Nurse (Ayur.) Grade I	1000-1710	1350-2200
Nurse Grade II	865-1450	975-1660
Staff Nurse (Allopathy)	1000-1710	1350-2200
Scientific Assistant	1450-2825	2060-3200
Pharmacist Grade I	950-1590	1200-2040
Pharmacist Grade II	865-1450	975-1660
Foreman (Power Laundry)	950-1590	1200-2040
Midwife (Lady Health Worker Grade II)	905-1490	1125-1720
Record Assistant	865-1450	975-1660
Scribe	825-1290	950-1500
Electrician	825-1290	950-1500
Technician	825-1290	950-1500
Sergeant		Common category
Gardener Grade I	825-1290	950-1500
Theatre Assistant	805-1190	825-1250
Lab Attender Grade I	805-1190	825-1250
Masscur	825-1290	950-1500
Pharmacy Attender Grade II	775-1160	800-1200
Pharmacy Attender Grade I	805-1190	825-1290
Nursing Assistant Grade I/Grade II/Lab Attender Grade II/Power Laundry Attender		
Hospital Attendant/Specimen Collector/Gardener/Dravya Attender/Head Warder	775-1160	800-1250

* Ratio among Grades II and I will be 1:1

† Medical graduates alone will be given the scale of Rs. 2060-3200. Others will be given the scale of Rs. 1640-2900.

‡ Graduates will be given Rs. 2060-3200.

§ The existing ratio of 1:3 between Grade I and Grade II posts will continue.

¶ 20% of the total posts will be in grade I.

(1)	(2)	(3)
<i>Posts on consolidated pay:</i>		
Hon: Physician (Bala)	600	675
Hon: Lecturer (Marma)		
Hon: Lecturer-in Yoga Treatment	400	450
Yoga Instructor	400	450
Part time Masseur	150	200
<i>Post Graduate Unit</i>		
Professor (P.G. Unit)	2470-3675+	3000-5000+
Reader	(Rs. 100 Spl. pay) 2070-3550	Rs. 100 Spl. pay 2650-4000
Senior Lecturer	1830-3425	2500-4000
Clinical Registrar	1450-2825	2060-3200
Technician (Netra)	1220-2150	1520-2660
Technician (Lab)	1050-1830	1400-2300
Technician (X-ray)	1050-1830	1400-2300
Technician (Elec.)	1000-1710	1350-2200
Technician (other category) (Mechanical)	1000-1710	1350-2200
Technician (Dravyaguna)	1000-1710	1350-2200
Technician (Bhasma & Sindoor)	1330-2555	1640-2900
Technician (Pharmacy)	1220-2150	1520-2660
Technical Assistant (Marma)	950-1590	1200-2040
Panchakarma Assistant	865-1450	975-1660
Technical Assistant (Visha)	865-1450	975-1660
Technical Assistant (X-ray)	865-1450	975-1660
Technical Assistant (Ayurveda)	865-1450	975-1660
Lab Assistant	905-1490	1125-1720
<i>Drugs Standardisation Unit</i>		
Research Officer (Chemistry/Bio Chemistry/Botany)	1830-3425	2500-4000
Research Officer (Ayurveda)	1830-3425	2500-4000
* Assistant Research Officer (Pharmacology/Chemistry/Pharmacognosy/Botany)	1590-3050	2200-3500
Research Assistant (Micro-Biology)	1450-2825	2060-3200
Research Assistant (Ayurveda)	1450-2825	2060-3200
Research Assistant (Chemistry)	1450-2825	2060-3200
Lab Technician	1050-1830	1400-2300
Lab Attender	775-1160	800-1200
<i>Pharmacognosy Unit</i>		
Professor (Pharmacognosy)	2470-3675	3000-5000
Research Officer	1830-3425	2500-4000
* Assistant Research Officer (Ayurveda)	1590-3050	2200-3500
Farm Superintendent	1590-3050	2200-3500
Farm Superintendent (higher grade)	1650-3175	2375-3500
Assistant to Pharmacognosy Officer	1450-2825	2060-3200
<i>Posts held by personnel of their Departments</i>		
Professor in Sanskrit Grade I (Non-Cadre)	2470-3675	As in the parent department
Professor in Sanskrit Grade II (Non-Cadre)	1830-3425	
Professor Grade II (non-cadre)	1830-3425	
Professor in Physical Education	1830-3425	
Civil Surgeon Grade II	1830-3425	
Administrative Officer Grade II	1830-3425	
Lecturer in Physical Education	1450-2825	
Lecturer in Sanskrit	1450-2825	
Lady Medical Officer	1450-2825	
Assistant Surgeon	1450-2825	
Pharmacist Grade II (Allopathy)	905-1490	

* On completion of 5 years service as Assistant Research Officer they will be promoted as Research Officer as at present.

(1)	(2)	(3)
7. Board of Revenue		
(a) <i>Agricultural Income Tax and Sales Tax</i>	Rs.	Rs.
Chairman	3175-4605	5100-5700
Secretary (Taxes)	2825-4095	4200-5300
Member (Departmental)/Deputy Commissioner Higher Grade	2825-4095	4200-5300
Member (Accountants)	2640-3815	3900-5075
Deputy Commissioner	1830-3425	2500-4000
† Assistant Commissioner (Gujarathi Accounts)		
Law Officer		
Secretary (STAT)	1830-3425	2500-4000
Assistant Commissioner		
Appellate Assistant Commissioner		
Assistant Secretary, Law/Taxes, Board of Revenue		
Sales Tax Officer		
Additional Sales Tax Officer		
Intelligence Officer	(HG) 1370-2640	2000-3200
Superintendent (Board of Revenue)	(HG) 1590-3050	2200-3500
Taxes/Office of the Deputy Commissioner etc.		
Additional Law Officer	1370-2640	2000-3200
Assistant Secretary (STAT)		
Manager		
Assistant Sales Tax Officer		
A.I.T. Inspector,	1220-2150	1520-2660
S.T. Inspector		
Check Post Inspector		
Junior Agricultural Income-Tax Officer		
Intelligence Inspector etc.		
(b) <i>Civil Supplies</i>	2640-3815	3900-5075
Controller of Rationing	2470-3675	3000-5000
Deputy Controller of Rationing	1830-3425	2500-4000
Assistant Secretary	1830-3425	2500-4000
District Supply Officer	1370-2640	2000-3200
* Taluk Supply Officer	(HG) 1590-3050	2200-3500
	1370-2640	2000-3200
* City Rationing Officer	(HG) 1590-3050	2200-3500
	1220-2150	1520-2660
Assistant Taluk Supply Officer	1220-2150	1520-2660
Manager	1050-1830	1400-2300
Rationing Inspector		
(c) <i>Excise</i>	IAS Cadre	IAS Cadre
Secretary (Taxes)	IPS Cadre	IPS Cadre
Joint Excise Commissioner	2825-4095	4200-5300
Senior Grade Deputy Commissioner	2640-3815	3900-5075
Deputy Commissioner of Excise	1830-3425	2500-4000
* Assistant Excise Commissioner/	(HG) 2470-3675	3000-5000
Assistant Secretary (B/R)	1370-2640	2000-3200
* Manager/Excise Circle	(HG) 1590-3050	2200-3500
Inspector/Superintendent (Excise)— Board of Revenue		
Excise Inspector	1100-2070	1400-2600
Assistant Excise Inspector	1000-1710	1350-2200
Preventive Officer	905-1490	1125-1720 †
Excise Guard	805-1190	825-1250 ‡

† Those on Personal Scales of Rs. 2640-3815 will be given the corresponding revised scales of Rs. 3900-5075.

* 20% of the posts will be in the higher grade.

‡ Will be revised as Rs. 1200-2040 with effect from 1-6-1992.

§ Will be revised as Rs. 950-1500 with effect from 1-6-1992.

(1)	(2)	(3)
(d) <i>Land Board</i>		
Senior Grade Deputy Collector	2640-3815	3900-5075
* Deputy Collector/Assistant Secretary	1830-3425	2500-4000
† Tahasildar	1370-2640	2000-3200
	(HG) 1590-3050	2200-3500
Deputy Tahasildar	1220-2150	1520-2660
Revenue Inspector	1050-1830	1400-2300
Village Officer	950-1590	1200-2040
Village Assistant	825-1290	950-1500
Villageman	775-1160	800-1200
(e) <i>Land Revenue</i>		
Senior Grade Deputy Collector	2640-3815	3900-5075
* Deputy Collector	1830-3425	2500-4000
† Tahasildar	1370-2640	2000-3200
	(HG.) 1590-3050	2200-3500
Deputy Tahasildar	1220-2150	1520-2660
Revenue Inspector	1050-1830	1400-2300
Village Officer	950-1590	1200-2040
Village Assistant	825-1290	950-1500
Villageman	775-1160	800-1200
(f) <i>Survey and Land Records</i>		
Additional Director (Technical)	2640-3815+ ^s	3900-5075+
	Rs. 200 Spl. pay	Rs. 200 Spl. pay
Joint Director	2470-3675+	3000-5000+
	Rs. 100 Spl. pay	Rs. 100 Spl. pay
† Deputy Director	1830-3425	2500-4000
	Sr. Gr. 2470-3675	3000-5000
Assistant Secretary	1830-3425	2500-4000
Assistant Director	1650-3175	2375-3500
Superintendent, Survey and Land Records, (Higher Grade)	1590-3050	2200-3500
† Superintendent, Survey and Land Records	1370-2640	2000-3200
† Technical Assistant		
Printing Supervisor	1370-2640	2000-3200
‡ Head Draftsman/Head Computer	1330-2555	1640-2900
§ Draftsman Grade I	1050-1830	1400-2300
Draftsman Grade II	905-1490	1125-1720
Tracer	825-1290	950-1500
Head Surveyor	1330-2555	1640-2900
§ Surveyor Grade I	1050-1830	1400-2300
Surveyor Grade II	905-1490	1125-1720
Printing Expert	1220-2150	1520-2660
§ Heliozincographer Grade I	1050-1830	1400-2300
Heliozincographer Grade II	905-1490	1125-1720
Feeder	1000-1710	1350-2200
Dark Room Assistant	865-1450	975-1660
Cutter	905-1490	1125-1720
Deliverer	825-1290	950-1500
Printer	805-1190	825-1250
Pressman	775-1160	800-1200
Map Binder		
Map Mounter		
Operative (Photo Section Mounting and Binding Section)	775-1160	800-1200
Blue Printer	775-1160	800-1200
Attender (Grading Plate /Plate cleaning)	805-1190	825-1250
Chainman	750-1025	775-1065

* The ratio between Deputy Collector and Senior Grade Deputy Collector will be 3:1.

† 20% of the posts will be in the Higher Grade of Rs, 2200-3500

‡ Ratio between Head Draftsman and Draftsman will be 1:3. This will be applicable to Head Surveyor and Surveyor.

§ Ratio between Grade I and Grade II is 1:1.

|| Grouped among Binder under common category posts.

(1)	(2)	(3)
8. Chemical Examiners Laboratory		
Chief Chemical Examiner	2825-4095	4200-5300
Joint Chemical Examiner	2640-3815	3900-5075
Assistant Chemical Examiner (Higher Grade)	1830-3425	2500-4000
*Assistant Chemical Examiner	1650-3175	2375-3500
Junior Scientific Officer	1450-2825	2060-3200
Serological Assistant	1050-1830	1400-2300
Technical Assistant		
Glass Blower	950-1590	1200-2040
Laboratory Assistant	825-1290	950-1500
Junior Laboratory Assistant	775-1160	800-1200

9. Commissionerate for Entrance Examinations

Commissioner	3175-4605	} 5100-5700 As in parent Department/ Cadre
Technical Assistant	1450-2825	
Personal Assistant	1370-2640	
Assistant	950-1590	

10. Co-operation

Registrar of Co-operative Societies	IAS Cadre	IAS Cadre
Additional Registrar of Co-operative Societies	2640-3815	3900-5075
Joint Registrar of Co-operative Societies	2470-3675	3000-5000
†Deputy Registrar (Higher Grade)	2070-3550	2650-4000
Deputy Registrar	1650-3175	2375-3500
Assistant Registrar	1450-2625	2060-3200
Editor-cum Press Relations Officer	1450-2825	2060-3200
Personal Assistant to Registrar of Co-operative Societies	1450-2825	2060-3200
Special Grade Senior Inspector/Auditor	1330-2555	1640-2900
Senior Inspector/Auditor	1250-2230	1600-2600
‡Junior Inspector/Auditor	1050-1830	1400-2300

*1/3rd of the posts of Assistant Chemical Examiner will be placed on the Higher Grade.

† The ratio between Deputy Registrar (Higher Grade) and Deputy Registrar will be 1:2.

‡ The existing ratio of 1:1 between Senior Inspector/Auditor and Junior Inspector/Auditor will continue. 10% of the total number of posts of Senior Inspector/Auditor and Junior Inspector/Auditor will continue to be placed on the Special grade.

(1)	(2)	(3)
<i>Post held by personnel of other departments</i>		
Law Officer		
Finance Officer Grade I	2470-3675	As in parent Department
Research Officer	2470-3675	
Research Assistant/Statistical Inspector	1450-2825	
Junior Statistical Inspector	1220-2150	
Compiler	950-1590	
	825-1290	

11. Cultural Publications

Director of Publications	2640-3815	3900-5075
Editor	2470-3675	3000-5000
Assistant Director of Publications	1830-3425	2500-4000
Accounts Officer	1590-3050	2200-3500
Manager	1370-2640	2000-3200
Sales Officer	1370-2640	2000-3200
Editorial Assistant	1220-2150	1520-2660
Proof Reader	1000-1710	1350-2200

Note: Deputationists will be given the scales of pay of their cadre posts.

12. Dairy Development

Director	2640-3815	3900-5075
Joint Director	2470-3675	3000-5000
Deputy Director/Farm Superintendent	2070-3550	2650-4000
Senior Dairy Engineer	2070-3550	2650-4000
Assistant Director/Quality Control Officer/Vice-Principal		
Subject Matter Specialist	1650-3175	2375-3500
Subject Matter Specialist (Co-operation)	1650-3175	2375-3500
Fodder Development Officer	1650-3175	2375-3500
Dairy Extension Officer/Technical Assistant/Instructor	1450-2825	2060-3200
Store Officer	1370-2640	2000-3200
Dairy Engineer	1450-2825	2060-3200
Dairy Chemist	1220-2150	1520-2660
Dairy Extension Assistant	1050-1830	1400-2300
Dairy Farm Instructor (Lower Grade)	950-1590	1200-2040
Dairy Farm Instructor (Higher Grade)	1050-1830	1400-2300
Lab Technician	950-1590	1200-2040
Agricultural Demonstrator Grade I	1000-1710	1350-2200
Agricultural Demonstrator Grade II	865-1450	975-1660
Lab Assistant	825-1290	950-1500

* Non-graduates directly recruited except those recruited under Special Recruitment Scheme will be allowed the scale of Rs. 1640-2900.

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

(1)

(2)

(3)

Post held by personnel of other departments

Administrative Officer Grade-II	1830-3425	} As in parent Dep Common Catege posts
Financial Assistant	1590-3050	
Joint Registrar of Co-operative Societies (Dairy)	2470-3675	
Subject Matter Specialist (Veterinary)	1450-2825	
Assistant Registrar of Co-operative Societies (Dairy)	1450-2825	
Veterinary Surgeon	1450-2825	
Agricultural Officer/Subject Matter Specialist	1450-2825	
Senior Inspector of Co-operative Societies	1250-2230	
Junior Inspector of Co-operative Societies	1050-1830	

13. Drugs Control

Drugs Controller		
Deputy Drugs Controller (Ayurveda)	2640-3815	3900-
Assistant Drugs Controller (Allopathy)	2470-3675	3000-
Analyst Grade I	1830-3425	2500-
* Administrative Assistant	1830-3425	2500-
Regional Drugs Inspector	1590-3050	
Chief Inspector of Drugs		
Intelligence Squad		
Analyst Grade II		
Pharmaceutical Chemist		
Bacteriologist		
Pharmacognosist		
Pharmacologist		
Biochemist		
Analyst Grade II (Ayurveda)	1650-3175	2375-3
Drugs Inspector (Allopathy)		
† Drugs Inspector (Ayurveda)		
Analyst Grade III	1450-2825	2060-32
Law Officer		
Scientific Assistant	1370-2640	2050-32
Store Superintendent	1220-2150	1520-26
Legal Assistant	1050-1830	1400-23
Technical Assistant	1000-1710	1350-22
Media Maker	1000-1710	1350-22
Sample Warden	1000-1710	1350-22
Technician (Lower Division)	950-1590	1200-204
Technical Store keeper	865-1450	975-166
	865-1450	975-166

Post held by personnel of other Departments

Compiler (Upper Division)

950-1590 As in parent Depart

* Included under common category.

† Non Graduate Medical Officer (Ayurveda) will be given the scale of Rs. 1640-2900.

(1)	(2)	(3)
14. Economics and Statistics		
Director	3050-4435	4500-5700
Additional Director	2825-4095	4200-5300
Joint Director	2640-3815	3900-5075
Deputy Director	2070-3550	2650-4000
Assistant Director/District Officer/Regional Statistical Officer	1650-3175	2375-3500
* Administrative Assistant	1590-3050	
Research Officer	1450-2825	2060-3200
Additional District Officer/Price Supervisory Officer/ Scrutiny Officer	1450-2825	2060-3200
Documentation Officer	1450-2825	2060-3200
Deputy Health Officer (Vital Statistics)	1370-2640	2000-3200
Tahak Statistical Officer	1370-2640	2000-3200
Senior Supervisor (MT)	1370-2640	2000-3200
Deputy Health Officer (Vital Statistics)	1330-2555	1640-2900
Research Assistant	1220-2150	1520-2660
Statistical Inspector	1220-2150	1520-2660
Price Inspector	1220-2150	1520-2660
Supervisor M.T.	1220-2150	1520-2660
Draftsman (Upper Division)	1000-1710	1350-2200
Compiler (Upper Division)	950-1590	1200-2040
Investigator (Upper Division)	950-1590	1200-2040
Punch Card operator (Upper Division)	950-1590	1200-2040
Price Reporter (Upper Division)	950-1590	1200-2040
** Junior Statistical Inspector	950-1590	1200-2040
Extension Officer (Planning and Monitoring)	950-1590	1200-2040
Draftsman (Lower Division)	865-1450	975-1660
Compiler (Lower Division)	825-1290	950-1500
Investigator (Lower Division)	825-1290	950-1500
Punch Card Operator (Lower Division)	825-1290	950-1500
Price Reporter (Lower Division)	825-1290	950-1500
<i>Posts held by personnel for other Departments</i>		
Administrative Officer Grade I	2470-3675	} As in parent Department/ common category of posts
Rota Print Typist Grade I	1000-1710	
Rota Printer Grade I	1000-1710	

* Included under Common category.

** The existing practice of including the post of Junior Statistical Inspector with the post of Upper Division Compiler for determining the ratio of 1:1 between Upper Division and Lower Division Compilers will continue.

(1)	(2)	(3)
15. Education		
<i>I Collegiate Education</i>		
Director	IAS Cadre 3175-4605	IAS Cadre U.G.C.
Additional Director	2825-4095	U.G.C.
Deputy Director		
U. G. C. Special Officer	2470-3675	U. G. C.
Assistant Director		
Senior Administrative Assistant	1830-3425	2500-4000
Special Officer for Scholarship		
Accounts Officer	1590-3050	2200-3500
<i>Arts and Science Colleges</i>		
Principal Special Grade	2640-3815	U.G.C.
Principal	2470-3675	"
Lecturer, Selection Grade	1830-3425+	"
Lecturer, Sr. Sc. in Physical Education	Spl. pay Rs. 180	"
Principal	2640-3815	3900-5075
Professor Grade I	2470-3675	3000-5000
Principal	1830-3425+	2500-4000+
Professor Grade II	Spl. pay Rs. 180.	Rs. 100 Spl. pay
Professor Grade II Physical Education	1830-3425	2500-4000
Lecturer/Lecturer in Physical Education	1450-2825	2060-3200
Administrative Assistant	1590-3050	Common category
Curator	950-1590	1200-2040
Artist	865-1450	Common category
Sewing Mistress	845-1370	975-1540
Herbarium Keeper		
Taxidermist	825-1290	950-1500
Museum Keeper		
Sergeant	750-1025	775-1065
Water Pump Mechanic	805-1190	825-1250
Gasman	775-1160	800-1200
Specimen Collector		
Groundsman	750-1025	775-1365
Marker		
Part-time Lecturer in Law/Journalism	1450 (fixed pay)	1640
Part-time Junior Lecturer in Arabic	1000 (Honorarium)	1200
<i>Sanskrit Colleges</i>		
Principal	2640-3815	
Professor Grade I	2470-3675	
Professor Grade II	1830-3425	
Lecturer	1450-2825	
Lecturer	1450-2825 (Non U.G.C.)	2060-3200
<i>Training Colleges</i>		
Principal	2640-3815	3900-5075
Professor	1830-3425	2500-4000
Lecturer	1450-2825	2060-3200
Instructor in Arts & Crafts	1220-2150	1520-2660
<i>Physical Education Colleges</i>		
Principal	1830-3425+	2500-4000+
Professor Grade II	Spl. pay Rs. 180	Rs. 180 Spl. pay
Lecturer	1830-3425	2500-4000
	1450-2825	2060-3200

* Those on personal Scale of Rs. 1250-2230 will be given the Corresponding Revised Scale of Rs. 1600-2660.

† Included under common category.

	(1)	(2)	(3)
	Instructor Selection Scale	1250-2230	1600-2660
	Instructor Senior Scale	1220-2150	
	Instructor/Matron	1000-1710	
	Coach	845-1370 1450-2825	
	<i>Arabic Colleges</i>		
	Principal	1450-2825	2000-3500
	Lecturer Selection Scale	1370-2040	2000-3500
	Lecturer Senior Scale.	1330-2555	
	Lecturer	1220-2150	1640-2900
	Lecturer	1000-1710	1400-2600
	<i>Sree Swathi Thirunal College of Music, Thiruvananthapuram</i>		
	Principal	2470-3675	3000-5000
	Professor (Vocal, Veena, Mridangam & Violin).	2070-3550	2650-4000
	Additional Professor of Vocal Music	2070-3550	2650-4000
	Assistant Professor	1590-3050	2200-3500
	Tutor Grade I	1370-2640	2000-3200
	Tutor Grade II	1250-2230	1600-2660
	Sanskrit Pandit Grade I	1220-2150	1520-2660
	Sanskrit Pandit Grade II	1000-1710	1350-2200
	Instrument Mechanic	1000-1710	1350-2200
	Bhagavathar	1250-2230	1600-2660
	Mridangom Player		
	Lecturer in Musicology	1450-2825	2060-3200
	<i>Music Colleges, Trippunithura and Palakkad</i>		
	Principal	2470-3675	3000-5000
	Professor	2070-3550	2650-4000
	Assistant Professor	1590-3050	2200-3500
	Tutor Grade I	1370-2640	2000-3200
	Tutor Grade II	1250-2230	1600-2660
	Sanskrit Pandit Grade II	1000-1710	1350-2200
	Dance Master (Kathakali)	1250-2230	1600-2660
	Bharathanatyam Instructor		
	Drawing and Painting Master		
	Drummer (Maddalam Player)		
	Bhagavathar		
	Bharathanatyam Instructor (Addl.)		
	Mridangom Player		
	Kathakali Bhagavathar	1250-2230	1600-2660
	Bharathanatyam Bhagavathar	1000-1710	1350-2200
	Assistant Dance Master (Kathakali)		
	Assistant Art Instructor		
	Chenda Player	1450-2825	2060-3200
	Sculpture and Modelling Master		
	Teacher in Mohiniyattom		
	Lecturer in Musicology	1450-2825	2060-3200
	<i>Posts held by personnel of other departments</i>		
	Administrative Officer Grade I	2470-3675	As in parent Deptt./ common category
	Finance Officer Grade I		
	Engineering Liaison Officer		
	Research Officer		
	Research Assistant		
	Compiler (L.D)	825-1290	
	<i>II General Education</i>		
	<i>Directorate</i>		
	Director	IAS	IAS
	Commissioner for Educational Development & Research	3175-4605	5100-5700
	Additional Director	2825-4095	4200-5300

* Senior/Selection Scales will be as admissible to P.D. Teacher
 ** Senior/Selection Scale will be as-admissible to Graduate Teachers.

(1)	(2)	(3)
Joint Director Statistical Officer	2470-3675	3000-5000
Deputy Director (Employment Programme) Chief Planning Officer	2070-3550	2650-4000
Accounts Officer (Provident Fund) Secretary-Cum-Treasurer (Housing Society)	1830-3425	2500-4000
Assistant Director	1650-3175	2375-3500
Assistant Provident Fund Officer Public Relations Officer	1590-3050	2200-3500
Administrative Assistant Additional Administrative Assistant Accounts Officer (Audit)	1590-3050	2200-3500
Personal Assistant to the Secretary, State Education Advisory Board Organiser for Sports in Schools	1450-2825	2060-3200
* Editor (Vidyarangom)	1330-2555	1640-2900
<i>CARE Feeding Programme</i>		
Senior Administrative Assistant Supervisor (Noon Feeding)	1830-3425 1370-2640	2500-4000 2000-3200
<i>Examination Wing</i>		
Joint Commissioner for Government Examinations	2470-3675	3000-5000
Secretary to the Commissioner for Government Examinations	2070-3550	2650-4000
Assistant Secretary Examinations Personal Assistant to the Secretary to the Commissioner for Government Examinations	1650-3175 1450-2825	2375-3500 2060-3200
<i>Text Books</i>		
Text Book Officer	2070-3550	2650-4000
Note Book officer	1830-3425	2500-4000
Personal Assistant to the Text Book Officer	1450-2825	2060-3200
Chief Accountant	1370-2640	2000-3200
Store Keeper, Central Stores	1220-2150	1520-2660
Store Keeper District Stores		
<i>Adult Education</i>		
State Adult Education Officer	2470-3675	3000-5000
Assistant State Adult Education Officer	1590-3050	2200-3500
Districts Adult Education Officer	1650-3175	2375-3500
<i>Office of the Deputy Director</i>		
Deputy Director	2070-3550	2650-4000
Administrative Assistant Accounts Officer	1590-3050	Included under common category
<i>District & Sub District Office</i>		
District Educational Officer	1650-3175	2375-3500
Personal Assistant	1450-2825	2060-3200
Assistant Educational Officer	1450-2825	2000-3500
Inspector of Muslim Education	1450-2825	2000-3500
* Inspector of Muslim Education	1330-2555	1640-2900

* If eligible for selection scale under the new norms, it will be given.

(1)	(2)	(3)
<i>Centre for inservice Training in Hindi Teachers Training Institute</i>		
Chief Instructor	1450-2825	2000-3500
Instructor		
Instructor	1220-2150	1640-2900
<i>Higher Secondary Education</i>		
Director	IAS cadre	IAS cadre
Joint Director	2825-4095	4200-5300
Administrative Officer Grade I	2470-3675	As in common category
Finance Officer Grade I	2470-3675	"
Higher Secondary School Teachers	1450-2825	2060-3200
Higher Secondary School Teachers	Rs. 1000 fixed pay	Rs. 1200 fixed pay
<i>Secondary School (Including Training Schools)</i>		
Headmaster (Senior Scale)	1590-3050	2200-4000
* Headmaster	1450-2825	2000-3500
† Graduate Thacher	1370-2640	2000-3500
† Language Teacher		
† Graduate Teacher	1220-2150	1640-2900
† Language Teacher		
† Graduate Teacher	1000-1710	1400-2600
† Language Teacher		
Instructor (Engineering)	1330-2555	1640-2900
Instructor (Printing Technology)		
Instructor (Agriculture)	1050-1830	1400-2300
Instructor (Engineering)		
Instructor (Home Science)	1000-1710	1350-2200
Instructor (Physical Trng.)		
Instructor (Art)	1000-1710	1350-2200
Instructor (Bharathanatyam)		
Instructor (Kathakali Vesham)	1000-1710	1350-2200
Instructor (Fishery Technology)		
Instructor (Engineering)	1000-1710	1350-2200
Instructor (Drawing & Painting)		
Teacher (Physical Edncation)	1000-1710	1350-2200
Teacher (Veena)		
Teacher (Commercial)	1330-2555	1640-2900
Teacher (Hindustani-Urdu)		
Domestic Science Assistant	1220-2150	1520-2660
Secretariat Assistant		
Dance Master (Kathakali)	1000-1710	1350-2200
Pandit		
‡ Instructor (Commerce-Senior Grade)	1330-2555	1640-2900
Instructor (Commerce-Grade I)	1220-2150	1520-2660
Instructor (Commerce-Grade II)	1000-1710	1350-2200

* Headmasters of Secondary Schools having prescribed qualification will be allowed Senior Scale on completion of 12 years service as Headmaster.

† Graduate Teacher/Language Teacher and equated categories of teachers will be given Senior scale on completion of 12 years service and Selection scale on completion of 12 years in Senior scale subject to satisfaction of prescribed qualifications and limited to 20% of posts in Senior scale.

‡ Grade I and Senior grade will be for 12 and 24 years Service respectively.

(1)	(2)	(3)			
* Craft/Specialist Teacher	Selection scale Senior scale	1330-2555 } 1250-2230 } 1050-1330 }	1640-2900 1400-2600 1200-2040		
Craft/Specialist Teacher		865-1450	1200-2040		
Craft/Specialist Teacher					
Instructor	Selection scale } Sr. scale } Entry scale }	1250-2230 } 1220-2150 } 1000-1710 } 845-1370 }	1640-2900 * 1400-2600 * 1200-2040		
Instructor (Bharathanaatyam)					
Instructor (Physical Training)					
Instructor (Kathakali)					
Instructor (Wood Work)					
Instructor (Fine Arts)					
Instructor (Fishery Technology)					
Teacher (Rattan Works)					
Teacher (Music)					
Teacher (Craft)					
Drawing Master					
Bhagavathar					
Sewing Mistress					
Specialist					
Dance Master					
Special Teacher	1330-2555	1640-2900			
N.D.S. Instructor					
<i>Upper Primary & Lower</i>					
<i>Primary Schools :</i>					
Headmaster (Senior Scale)		1370-2640	2000-3500		
† Headmaster		1330-2555	1640-2900		
* Teacher (P.D.)	Selection scale } Senior scale }	1250-2230 } 1220-2150 } 1000-1710 }	1640-2900 1400-2600 1200-2040		
* Teacher (P.D.)				845-1370	1200-2040
* Teacher (P.D.)				1000-1710	1400-2600
Primary Education Extension Officer					
Teacher (Rattan Works)	Sel. scale } Sr. scale } Entry scale }	1250-2230 } 1220-2150 } 1000-1710 } 845-1370 }	1640-2900 * 1400-2600 * 1200-2040		
Teacher (Crafts)					
Teacher (Training Reserve)					
Teacher (Industrial)					
Teacher (Special)					
Teacher (Language)					
Teacher (Hebrew)					
Teacher (Arabic)					
Teacher (Hindustani)					
Teacher (Sewing)					
Teacher (Needle work)					
Teacher (Music)					
Teacher (Music-cum-Needle work)					
Teacher (Music & Drill)					
Teacher (Drawing & Music)					
Teacher (Drawing-cum-Needle)					
Teacher (Drawing)					
Teacher (Physical Education)					
Teacher (Thiruvathirakkali)					

* P.D. Teacher and equated categories of teachers will be given Senior scale on completion of 12 years service and selection scale on completion of 12 years in the senior scale, subject to satisfaction of prescribed qualifications and limited to 20% of posts in senior scale.

† Headmasters of Primary Schools having prescribed qualification will get Senior scale on completion of 12 years of service as Headmaster.

(1)	(2)	(3)
Teacher (Mohiniyattom)	Sel. Scale 1250-2230 1220-2150 Sr. Scale 1000-1710 Entry Scale 845-1370	1640-2900*
Teacher (Mridangom)		
Teacher (Kaikottikkali)		
Teacher (Weaving)		
Teacher (Tailoring)		
Teacher (Book Binding)		
Teacher (Manual Training)		
Teacher (Physical Training)		
Teacher (Girls Guide)		
Teacher (Technological Fishing)		
Instructor (Kathakali Chutti)	Sel. Scale 1250-2230 1220-2150 Sr. Scale 1000-1710 Entry Scale 845-1370	1640-2900*
Instructor (Kathakali)		
Instructor (Mridangom)		
Instructor (Chenda)		
Instructor (Art)		
Fishing Technology Assistant		
Assistant Teacher (Nursery)		
Matron		
Pandit		
Junior Pandit		
Hindi Pandit	Sel. Scale 1250-2230 1220-2150 Sr. Scale 1000-1710 Entry Scale 845-1370	1640-2900*
Sewing Mistress		
Drill Master		
Drawing Master		
Bhagavathar		
Bhagavathar (Bharath Natyam)		
Bhagavathar (Kathakali)		
Chenda Player		
Art Assistant		
Art Master		
Assistant Dance Teacher	}	}
Attender (Kathakali Chutti)		
Teacher (Graft)		
Instructor (Work Experience Programme)	845-1370	1200-2040
<i>School for the Handicapped</i>		
† Headmaster (Senior Scale)	1590-3050	2200-4000
Headmaster	1450-2875	2000-3500
Headmaster (Under Graduate)	1330-2555	1640-2900
Graduate Assistant (Training Centre for Handicapped)	1330-2555	1640-2900
Resource Teacher	1220-2150	1520-2660
Teacher (Graduate who are themselves handicapped)	Sel. Scale 1370-2640 1330-2555	2000-3500 ††
Assistant Teacher (with special training)	Sr. Scale 1220-2150 Entry Scale 1000-1200	1640-2900 †† 1400-2600
Assistant Teacher (without special training)	Sel. Scale 1250-2230 1220-2150	1640-2900*
Teacher (under graduate who are themselves handicapped)	Sr. Scale 1000-1710 Entry. Scale 845-1370	1400-2600* 1200-2040
Brailist Craft, Music and Drawing Teacher		
Matron	845-1370	975-1540
Teacher (Part-time)	825-1290	950-1500
Brailist (Part-time)		
Mobility Instructor-cum-physical Education Teacher	Sel. Scale 1250-2230 1220-2150 Sr. Scale 1000-1710 Entry Scale 845-1370	1640-2900* 1400-2600* 1200-2040
Part-time Instrumental Music Teacher	825-1290	950-1500
Audiologist	1000-1710	1350-2200
Instructor in Plumbing		

*Senior and Selection Scales will be as for P.D. Teachers.

†Senior Scale will be for 12 years of service as H.M. with prescribed qualification.

††Senior and Selection Scales will be as for Graduate Teachers.

(1)	(2)	(3)
Skilled Assistant (Printing & Composing)	865-1450	975-1650
Skilled Assistant (Plumbing)	1000-1710	1250-2200
Instructor in Composing	750-1025	775-1050
Ayah		
<i>Subordinate Staff:</i>		
Accountant. CARE	1050-1830	1400-2300
Manager		
Depot Officer	950-1590	1200-2040
Assistant Depot Officer	865-1450	975-1650
Calculator Operator		
Assistant Librarian		
Godown Keeper	825-1290	950-1500
Record Keeper		
Tally-Clerk		
Computer		
* Sergeant		
Printer	825-1290	950-1500
Compositor		
Store Assistant	805-1190	825-1250
Mechanic	845-1370	975-1540
Packer		
Counter	775-1160	800-1200
<i>Part-time Posts:</i>		
Language Teacher		
Teacher (Craft)		
Teacher (Physical Education)		
Instructor		
Instructor (Manual Training)	825-1290	950-1500
Pandit		
Teacher (P.D.)		
Teacher (Arabic)		
Teacher (Drawing & Drill)		
Teacher (Music)		
Teacher (Need work)		
Specialist Teacher		
Drawing Master	825-1290	950-1500
Drill Master		
Brailist		
<i>Posts held by Personnel of Other Departments.</i>		
<i>Directorate:</i>		
Senior Administrative Officer	2640-3815	
Senior Finance Officer		
Law Officer	2470-3675	
Deputy Secretary, Super Check		
Finance Officer Grade H	1830-3425	
Accounts Officer	1590-3050	
Liaison Officer	1370-2640	
Taluk Statistical Officer	1450-2825	
Research Officer (Statistics)	1220-2150	
Research Assistant (Statistics)	950-1590	
Compiler (Upper Division)	825-1290	
Compiler (Lower Division)		
<i>State Institute of Education</i>		
Director	2470-3675	3000-3400
Deputy Director	2070-3550	2300-4000

* Grouped among common categories of posts.

(1)	(2)	(3)
Education Officer, Science		
Science Consultant		
Education Officer, Hindi		
Special Officer, Sanskrit		
State Evaluation Officer		
Research Officer, Text Book & Curriculum	1650-3175	2375-3500
Special Officer, Work Experience Unit		
Project Officer, Population Edn.		
Asst. Director, Integrated Edn. for disabled		
Research Officer, Research Unit Primary		
Pre-primary Education Officer	2470-3675	3000-5000
Special Officer, Educational Technology	2070-3550	2650-4000
Education Survey Officer	1650-3175	2375-3500
Special Officer, Arabic		
Educational Officer in English	1650-3175	2375-3500
Instructor		
Junior Science Consultant		
Technical Asst. Evaluation Unit		
Evaluation Officer (Junior)	1450-2825	2060-3200†
Text Book, Research Officer		
Counsellor, Guidance Unit		
Co-ordinator, Population Edn.		
Headmaster, Scholarship Unit		
Co-ordinators Integrated Edn. for disabled		
Programme Officer, Educational Technology Unit	1450-2825	2060-3200†
Education Techniques Officer		
Co-ordinator (PECR and DACEP)		
UNICEF Aided Project		
Research Assistant		
H.S.A. (Correspondence Course)		
Audio Visual Publicity Officer		
Research Asst. (Guidance Unit)	1000-1710	1350-2200†
Foreman, Work Experience Unit		
Regional Foreman, Work Experience Unit		
Wood Work Instructor		
Skilled Asst. Work Experience Unit	845-1370	975-1540
Artist, Edn. & Technology Unit		
Education Officer (Malayalam)	1450-2825	2060-3200†
Education Extension Officer (RISA)		
Tamil Assistant, Unit Head,	1220-2150	1640-2900
Tamil/Kannada		
<i>District Institute of Education & Training</i>		
Principal	2070-3550	2650-4000
Senior Lecturer	1450-2825	2000-3500
Lecturer	1000-1710	1400-2600
Educational Extension Officer	1450-2825	2000-3500
Statistical Assistant	1000-1710	1350-2200
Technician	1050-1830	1400-2300
Work Experience Teacher	1050-1830	1400-2300
Librarian	905-1490	1125-1720
Laboratory Assistant	825-1290	950-1560
<i>Technical Education Directorate</i>		
Director	4435-5285	AICTE Scale
Joint Director	2825-4095	do.
Joint Controller	2825-4095	do.
Professor	2640-3815	do.
Deputy Director	2470-3675	do.
Deputy Director (Polytechnic Stream)	2470-3675	3000-5000
* Administrative Assistant		
Assistant Director		
Technical Officer		
Stock Verification Officer	1590-3050	2200-3500
Public Relations Officer		
* Accounts Officer		

* Included under common category of posts

† Incumbents from other Cadre will be given corresponding Cadre Scales.

(1)	(3)	(3)
Training Officer	1370-2640	2000-3200
Guidance Officer		
Vocational Training Organiser		
Inspector of Industrial Schools	1330-2555	1640-2900
Assistant Training Officer		
Development Officer	1220-2150	1520-2660
<i>Regional Directorate</i>		
Joint Director (Engineering College Stream/ Polytechnic Stream)	...	AICTE
Assistant Director	1590-3050	2200-3500
Assistant Training Officer (Polytechnic Stream/ Inspector of Industrial Schools	1330 2555	1640-2900
	1330-2555	1640-2900
<i>Supervisory Development Centre</i>		
Training Officer (Poly. Stream)	1590-3050	2200-3500
Assistant Training Officer	1330-2555	1640-2900
<i>Curriculum Development Centre, Kalamassery</i>		
Joint Director	2925-4095	4200-5300
Project Officer	1590-3050	2200-3500
<i>Engineering Colleges</i>		
Principal	2825-4095 + Spl. pay Rs. 200 2640-3815 }	AICTE
Dean		
Professor		
Assistant Professor/Reader	2470-3675	AICTE
Chief Technical Librarian		
Workshop Superintendent	2070-3550	3000-5000
Scientific Information Officer	Non- AICTE 1590-3050	2650-4000
Lecturer in Engineering/Technology		
Technical Officer	1590-3050	2200-3500
Instructor Grade I	1590-3050	2200-3500
† Administrative Assistant
Lecturer, Microbiology/Sanitary, Chemistry/Economics, Etc.	..	U. G. C.
Fine Arts Expert	1450-2825	2060-3200
Chemist	1450-2825	2060-3200
Computer Operator	1450-2825	2060-3200
Chief Accountant	1220-2150	1520-2660
Store Keeper		
Instructor Grade II	1050-1830	1400-2300
Trade Instructor Senior Grade	1050-1830	1400-2300
Trade Instructor Grade I	1000-1710	1350-2200
Boiler Mechanic	950-1590	1200-2040
† Instrument Mechanic Grade I	1000-1710	1350-2200
Instrument Mechanic Grade II	950-1590	1200-2040
Draftsman	1050-1830	1400-2300
Trade Instructor Grade II	865-1450	975-1660
Stencil machine Operator/Amonia Printing Machine Operator	865-1450	975-1660
Matron	825-1290	950-1500
Boiler Assistant		
† Sergeant
Work Attender/Tradesman	805-1160	825-1250
Marker	775-1160	800-1200

* The existing ratio 1:1:3 among (Trade Instructor) Skilled Assistants Senior Grade, Grade I and Grade II will continue.

† The ratio between the Higher and Lower grades will be 1:2

‡ Included among common category.

(1)	(2)	(4)
<i>Polytechnics</i>		
Principal	2470-3675	3000-5000
Head of Section	1830-3425	2500-4000
Lecturer in Engineering/Technology Post Diploma Lecturer Workshop Superintendent	1590-3050	2200-3500
Analyst	1450-2825	2060-3200
* Assistant Lecturer Heads Draftsman Draftsman Gr. I Foreman Assistant Foreman Workshop Instructor Instructor Grade II (Air Conditioning) Physical Instructor Demonstrator in Engineering Demonstrator in Science Draftsman Grade II	1330-2555	1640-2900
Assistant Instructor in Shorthand	1000-1710	1400-2300
† Skilled Assistant (Trade Instructor) Senior Grade	1050-1830	1400-2300
† Skilled Assistant (Trade Instructor) Grade I	1000-1710	1350-2200
Boiler Assistant Typewriter Mechanic	825-1290	950-1500
Workshop Attender	805-1190	825-1250
<i>Textile Wing Attached to Polytechnics, Thiruvananthapuram and Kannur</i>		
Lecturer	1590-3050	2200-3500
* Assistant Lecturer Demonstrator Instructor Grade II (Textile Spinning, Weaving & Textile Chemistry) Instructor-cum-Mechanic in Spinning, Mechanic in Textile Chemistry Instructor in Textile Chemistry Spinning Mechanic Mechanic, Textile Technology Workshop Mechanic	1330-2555	1640-2900
† Skilled Assistant (Trade Instructor) Senior Grade	1050-1830	1400-2300
† Skilled Assistant (Trade Instructor) Grade I	1000-1710	1350-2200
Skilled Assistant (Trade Instructor) Grade II	865-1450	975-1660
Boiler (Trade Assistant) Skilled Assistant	805-1190	825-1250
<i>Craft Wing</i>		
Artist Foreman	950-1590	1200-2040
Master Artisan Instructor in Basket Making Instructor in Lacquer work	865-1450	975-1660

* Graduates in Engineering directly recruited and those recruited under Special Recruitment Scheme will be given the Scale of Rs. 2060-3200.

† The existing ratio of 1:1:3 among Skilled Assistant Senior Grade, Grade I and Grade II will continue.

(1)	(2)	(3)
Assistant Artisan Assistant Instructor in Lacquer work Assistant Instructor in Basket Making	805-1190	825-1230
<i>Audio Visual Cell & Reprographic Centre</i>		
Technical Officer	1590-3050	2200-3500
Technical Assistant	1330-2555	1640-2900
Reprographic Supervisor	1330-2555	1640-2900
Reprographic Assistant	1000-1710	1350-2200
Driver-cum-Operator	905-1490	1125-1720
Assistant Offset Machine Operator	825-1290	950-1500
Compositor	775-1160	800-1065
Packer-cum-Cleaner		
<i>Womens Polytechnics</i>		
Principal	2470-3675	3000-5000
Head of Section	1830-3425	2500-4000
Lecturer in Instrument Technology	1590-3050	2200-3500
Lecturer in Electronics	1330-2555	1640-2900
* Assistant Lecturer	1330-2555	1640-2900
Instructor in Commerce	1330-2555	1640-2900
Assistant Instructor in Electronics/ Electrical Engineering	1330-2555	1640-2900
Instructor-cum-Head of Section	1450-2125	2060-3200
Instructor (Constume Design & Dress Making & Cutting)	1250-2230	1600-2660
Instructor in Secretarial Practice & Business Correspondence		
Instructor in Shorthand	1330-2555	1640-2900
Senior Instructor in Shorthand		
Draftsman Grade I (Architecture)	1230-2555	1640-2900
Technical Programme Assistant		
Technical Programme Assistant Grade II	1050-1830	1400-2300
Demonstrator, Instrument Technology		
Workshop Instructor	1000-1710	1350-2200
Assistant Instructor (Tailoring)	950-1590	1200-2040
Assistant Instructor (Shorthand)	1000-1710	1350-2200
Assistant Instructor (Embroidery)	950-1590	1200-2040
† Instrument Mechanic Grade I		
Instrument Mechanic Grade II	865-1450	975-1660
Skilled Assistant (Trade Instructor)	825-1290	950-1500
Grade II (Tailoring)	805-1190	825-1250
Typewriter Mechanic		
Workshop Attender (Tradesman)		
<i>Junior Technical Schools</i>		
Superintendent	1590-3040	2200-3500
Instructor (Engineering)	1330-2555	1640-2900
Workshop Foreman		
Draftsman Grade I (Mechanical)	1050-1830	1400-2300
Workshop Instructor		
Draftsman Grade II		

* Graduates directly recruited and those recruited under special recruitment scheme will be given a scale of Rs. 2060-3200.

† The ratio between the higher and lower grades will be 1:2.

(1)	(2)	(3)
* Skilled Assistant (Trade Instructor) Senior Grade	1050-1830	1400-2300
* Skilled Assistant (Trade Instructor) Grade I	1000-1710	1350-2200
* Skilled Assistant (Trade Instructor) Grade II	865-1450	975-1660
Workshop Attender (Tradesman)	805-1190	825-1250
<i>Institute of Fine Arts, Thrissur</i>		
Superintendent	1650-3175	2375-3500
Senior Art Instructor	1370-2640	2000-3200
Art Instructor	1220-2150	1520-2660
<i>Ravi Varma Institute of Fine Arts, Mavelikkara</i>		
Superintendent	1650-3175	2375-3500
Senior Art Instructor	1370-2640	2000-3200
Art Instructor	1220-2150	1520-2660
<i>Industrial Schools</i>		
Headmaster (instructor)	1000-1710	1350-2200
Junior Instructor	825-1290	950-1500
<i>Tailoring and Garment Making Centres</i>		
Instructress	1000-1710	1350-2200
Junior Instructor	825-1290	950-1500
<i>Tailoring and Other Trade Schools</i>		
Junior Instructor	825-1290	950-1500
(Tailoring Training Centre, Weaving Training Centre, Composing and Printing Centre, Book Binding Centre and Ratton Training Centre)		
<i>College of Fine Arts</i>		
Principal	2640-3815	3900-5075
Professor	2470-3675	3000-5000
Lecturer Grade II	1830-3425	2500-4000
Mural Expert	1220-2150	1520-2660
Studio Assistant Grade I	1220-2150	1520-2660
Studio Assistant Grade II	865-1450	975-1660
Welder-cum-Blacksmith		
Studio Attender	775-1160	800-1200
Clay Worker	750-1075	775-1065
<i>Pottery Unit</i>		
Potter Grade I	825-1290	950-1500
Moulder	805-1190	825-1250
Mechanic	805-1190	825-1250
Potter Grade II	775-1160	800-1200
Pottery Helper	750-1025	775-1065
<i>Government Commercial Institute</i>		
Superintendent	1370-2640	2000-3200
Instructor	1330-2555	1640-2900
Assistant Instructor	1050-1830	1400-2300
<i>Institute of Printing Technology</i>		
Principal	2470-3675	3000-5000
Lecturer (Composing, Letter Press) Printing, Process Engraving, Business Management	1590-3050	2200-3500
Assistant Lecturer	1330-2555	1640-2900
Demonstrator	1050-1830	1400-2300
* Skilled Assistant (Trade Instructor) Senior Grade	1050-1830	1400-2300

* The existing ratio of 1:1:3 among Skilled Assistant (Trade Instructor) Senior Grade Grade I and Grade II will continue.

(1)	(2)	(3)
* Skilled Assistant (Trade Instructor) Grade I	1000-1710	1350-2200
* Skilled Assistant (Trade Instructor) Grade II	865-1450	975-1660
Workshop Attender (Tradesman)	805-1190	825-1250
<i>Pre-vocational Training Centre :</i>		
Senior Instructor	1220-2150	1520-2660
Craft Instructor Grade I	1000-1710	1350-2200
Craft Instructor Grade II	865-1450	975-1660
<i>Posts held by personnel of other Departments :</i>		
Administrative Officer Grade I	2470-3675	As in parent Department/Common Category of posts
Finance Officer Grade I		
Professor Grade I	1830-3425	
Professor Grade II		
Lecturer	1450-2825	
Research Officer		
Departmental Man Power Officer		
Lecturer in Physical Education	1330-2555	
Senior Instructor in Agriculture		
Lecturer	1450-2825	
Career Master	1220-2150	
Instructor in Science and Mathematics	1220-2150	
High School Assistant (Malayalam)		
Instructor in Humanities and Languages	1000-1710	
Instructor in Science and Mathematics		
General Education Teacher	825-1290	
Lower Division Compiler		
<i>Vocational Higher-Secondary Education :</i>		
Director	2825-4095	4200-5300
Deputy Director (Technical)	2470-3675	3000-5000
Deputy Director (General Education)	2070-3550	As in cadre post
Assistant Director of Fisheries	1650-3175	
Agricultural Officer/Vetinary Surgeon/Lecturer	1450-2825	
Workshop Instructor	1050-1830	1400-2300
Skilled Assistant (Trade Instructor)	865-1450	975-1660
16. Electrical Inspectorate		
Chief Electrical Inspector	3175-4605	5100-5700
(Statutes/Standards)		
Dy. Chief Electrical Inspector	2825-4095	4200-5300
Electrical Inspector	2470-3675	3000-5000
(HG)	2640-3815	
	1650-3175	
Dy. Electrical Inspector	2070-3550	2375-3500
(HG)	1590-3050	2650-4000
† Administrative Assistant		
‡ Assistant Electrical Inspector	1450-2825	2060-3200
Instrument Mechanic	950-1590	1200-2040
§ Skilled Assistant	825-1290	950-1500
Skilled Assistant (Higher Grade)	950-1590	1200-2040
<i>Posts held by Personnel of other Departments :</i>		
Administrative Officer Grade II		As in parent Department/Common Category of posts
Accounts Officer		
Law Officer		

* The existing ratio of 1:1:3 among skilled Assistants (Trade Instructor) Senior Grade, Grade I and Grade II will continue.

† Included under common category posts

‡ Non-graduates directly recruited except those recruited under special recruitment scheme will be given the scale of Rs. 1640-2900

§ Existing ratio 1: 1 will continue

(1)

(2)

(3)

17. Enquiry Commissioner and Special Judge

Enquiry Commissioner and Special Judge	3175-4605	5100-5700
Manager	1590-3050	2200-3500
Assistant Grade I	1000-1710	As in Secretariat
Assistant Grade II	865-1450	
Copyist	825-1290	

18. Factories and Boilers

Director of Factories and Boilers	2825-4095	4200-5300
Senior Joint Director of Factories and Boilers	2640-3815	3900-5075
Joint Director of Factories and Boilers	2470-3675	3000-5000
Joint Director of Factories and Boilers (Medical)	2470-3675	3000-5000
* Inspector of Factories and Boilers Grade I	2070-3550	2650-4000
* Inspector of Factories and Boilers Grade II	1450-2825	2060-3200 †
† Additional Inspector of Factories (Higher Grade)	1450-2825	2060-3200
† Additional Inspector of Factories	1370-2640	2000-3200
† Inspector of Factories for Women's Welfare	1370-2640	2000-3200
Head Statistician	1370-2640	2000-3200
Technical Officer (Chemical)	2070-3550	2650-4000
Technical Assistant (Chemical)	1450-2825	2060-3200 †
Chemical Inspector	1450-2825	2060-3200 †
§ Medical Officer	1450-2825	2060-3200
Head Draftsman	1330-2555	1640-2900
Draftsman Grade I	1050-1830	1400-2300
Draftsman Grade II	905-1490	1125-1720
Nursing Assistant Grade II/ Laboratory Assistant/ Laboratory Attendant	775-1160	800-1200
<i>Posts held by personnel of other Departments :</i>		
Administrative Officer Grade II	1830-3425	As in common category/ parent department
Financial Assistant	1590-3050	

19. Fire Force

Commandant General	IPS Cadre	IPS Cadre
Director (Technical)	2825-4095	4200-5300
Deputy Director	2640-3815	3900-5075
Manager	1830-3425	2500-4000
Divisional Officer	1830-3425	2500-4000
Do. Sr. Gr.	2640-3815	3900-5075
Assistant Divisional Officer	1370-2640	2000-3200
Do. Higher Grade	1590-3050	2200-3500
Station Officer	1100-2070	1400-2600
Assistant Station Officer	1000-1710	1350-2200
Leading Fireman	905-1490	1125-1720
Driver Mechanic	905-1490	1125-1720
Fireman-Driver-cum-Pump Operator Grade-I	905-1490	1125-1720
Fireman-Driver-cum-Pump Operator Grade-II		
Fireman	825-1290	950-1500
	825-1290	950-1500

* The existing ratio of 2 : 1 between Grade II and Grade I. Inspector of Factories and Boilers will continue.

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

‡ Non graduates directly recruited except those recruited under Special Recruitment Scheme will be given the scale of Rs. 1640-2900.

§ Persons possessing MBBS will be given a higher start of Rs. 2180.

|| 20% of the post will be on the higher grade.

(1)	(2)	(3)
20. Fisheries		
Director	IAS Cadre	2000-3200
Special Officer	2825-4095	2200-3500
Additional Director	2825-4095	2200-3500
Joint Director	2470-3675	2000-3000
Deputy Director of Fisheries	2070-3550	2250-3000
Assistant Director/Project Officer/ Chief Executive Officer	1650-3175	2375-3500
Refrigeration Engineer	1650-3175	2375-3500
Administrative Assistant	1590-3050	Common category
Assistant Registrar of Co-operative Societies (Fisheries)	1450-2825	2060-3200
Superintendent, Fishermen Training Centre, Fisheries Complex/ Propaganda Assistant	1370-2640	2000-3200
Fresh Water Biologist	1370-2640	2000-3200
Marine Survey Officer	1370-2640	2000-3200
Research Officer	1370-2640	2000-3200
Extension Officer	1370-2640	2000-3200
Legal Officer (Tech.)	1370-2640	2000-3200
Fishery Development Officer Gr. I	1250-2230	1600-2660
Fishery Development Officer Gr. II	1220-2150	1520-2660
Senior Co-operative Inspector	1250-2230	1600-2660
Research Assistant	1220-2150	1520-2660
Curator	1220-2150	1520-2660
* Foreman/Senior Mechanical Instructor	1220-2150	1520-2660
Do Higher Grade	1330-2555	1640-2900
Assistant Extension Officer	}	1220-2150
Inspector of Fisheries		
Technical Assistant		
Fish Cultural Officer		
Manager, Fish Farm	}	1050-1830
Mechanical Instructor Grade I		
Mechanical Instructor Grade II		
Operator		
Sub. Inspector of Fisheries		
Instructor in Gear Making		
Instructor in Wood Work		
Laboratory Assistant		
Guide Light Mechanic		
Senior Mechanic		
Driver-cum-Operator		
Mechanic		
Nursery Keeper		
L.D. Investigator		
Fieldman		
Tindal-cum-Driver		
Ticket Collector		
Boat Overseer		
Assistant Operator		
Petty Yard Officer		
Ice man		
Laboratory Attender		
Tindal		
Bosun (Speed Boat)		
Driver (Speed Boat)		
Oilman		
Deckman		
<i>Staff of The Boat Building Yards and Ice Plants Transferred from the Kerala Fisheries Corporation</i>		
Co-ordination Officer	2070-3550	2250-3000
Assistant Accounts Officer	1590-3050	2000-3000
Assistant Executive Engineer	1650-3175	2375-3500
Boat Building Assistant	1370-2640	2000-3200
Cost Accountant	1250-2230	1600-2660

* 20% of the post will be on the higher grade.

(1)	(2)	(3)
Ice Plant Manager	1220-2150	1520-2660
Cost Assistant		
Foreman	1000-1710	1350-2200
Junior Operator		
Assistant Foreman		
Purchase Assistant	950-1590	1200-2040
Senior Clerk		
Store Keeper		
Time Keeper		
Junior Typist/Clerk	825-1290	950-1500
Clerk Typist		
Charge Hand (Mechanical & Carpentry)		
Carpenter		
Turner	825-1290	950-1500
Store Assistant		
Mechanic		
Boat Body Builder		
Seaman		
Blacksmith-cum-Fitter		
Welder	805-1190	825-1250
Welder-cum-Fitter		
Fitter-cum-Turner		
Clerical Attender		
Store Attender	775-1160	800-1200
Iceman		
Watchman	750-1025	775-1065
Assistant Fleet Engineer		
Plant Manager	2070-3550	2650-4000
Sales Superintendent	1220-2150	1520-2660
Senior Assistant	1220-2150	1520-2660
Senior Operator	1220-2150	1520-2660
Operator Grade I	1050-1830	1400-2300
Senior Freezing Supervisor	950-1590	1200-2040
Freezing Supervisor	825-1290	950-1500
Senior Electrician	1000-1710	1350-2200
Maintenance Supervisor	1220-2150	1520-2660
Operator	775-1060	800-1200
Manager (Planning & Development)	2070-3550	2650-4000
Personnel Officer	2070-3550	2650-4000
Internal Auditor	1370-2640	2000-3200
Personal Assistant	1370-2640	2000-3200
Boilder Foreman	950-1590	1200-2040
Driver	825-1290	Common category
Three Wheeler Driver	775-1160	800-1200
Sweeper	750-1025	775-1065
Mazdoor	750-1025	775-1065
Chief Civil Engineer	2825-4095	4200-5300
Administrative Officer Grade I	2470-3675	Common category
Finance Officer Grade II	1830-3425	
Assistant Executive Engineer	1650-3175	2375-3500
Deputy Registrar of Co-operative Societies (Fisheries)	1650-3175	2375-3500
Assistant Director (Statistics)	1650-3175	2375-3500
Research Officer (Statistics)	1450-2825	2060-3200
Headmaster	1450-2825	2060-3200
Teacher (Senior Grade)	1330-2555	1640-2900
High School Assistant Grade I	1220-2150	1520-2660
Language Teacher Grade I	1220-2150	1520-2660
High School Assistant	1000-1710	1350-2200
Language Teacher Grade II	1000-1710	1350-2200
Research Assistant (Statistics)	1220-2150	1520-2660
Inspector (Statistics)	1220-2150	1520-2660

(1)	(2)	(3)	
Statistical Compiler U. D.	950-1590	1200-2040	
Statistical Investigator U. D.	950-1590	1200-2040	
Statistical Compiler L. D.	825-1290	950-1500	
Statistical Investigator L. D.	825-1290	950-1500	
Warden-cum-Tutor	825-1290	950-1500	
Craft Instructor	825-1290	950-1500	
Part-time Craft Teacher	825-1290	950-1500	
21. Forest			
Principal Chief Conservator of Forests	I. F. S. Cadre	I. F. S. Cadre	
Chief Conservator			
Conservator of Forests	2640-3815	3900-5075	
Deputy Conservator of Forests			
Asst. Conservator Etc. (Sr. Grade)	1830-3425	2500-4000	
* Assistant Conservator of Forest/Divisional Forest Officer/Wild Life Wardens and equated categories-Forest Publicity Officer			
Administrative Assistant	1590-3050	As in common category	
Personal Assistant	1450-2825	2060-3200	
† Senior Grade Ranger	1450-2825	2060-3200	
Ranger	1330-2555	1640-2900	
Assistant Forest Publicity Officer	1330-2555	1640-2900	
‡ Wild Life Asst. Sr. Gr.	1450-2825	2060-3200	
‡ Wild Life Asst. Grade I	1330-2555	1640-2900	
‡ Wild Life Assistant Grade II	1050-1830	1400-2300	
‡ Photographer-cum-Artist	1250-2230	1600-2660	
Wireless Technician	1100-2070	1400-2600	
Deputy Ranger	1000-1710	1350-2200	
Curator			
Courier	905-1490	1125-1720	
Forester	825-1290	950-1500	
Forest Guard	805-1190	825-1250	
Timber Supervisor	805-1190	825-1250	
§ Elephant Mahouts/Cavadies	775-1160	800-1200	
Warden			
Thope Warder	750-1025	775-1065	
Dark Room Attender			
Depot Watchery/Reserve Watcher/Plantation	750-1025	775-1065	
Tracker Watcher-cum-Cook	750-1025	775-1065	
Scavenger	750-1025	775-1065	
<i>Post held by Personnel of other Departments</i>			
<i>Judicial</i>			
Tribunal Judge	3175-4605	As in parent Department	
<i>Secretariat</i>			
Joint Secretary (Law)	2640-3815		
Senior Administrative Officer	2640-3815		
Senior Finance Officer	2640-3815		
Legal Assistant	1000-1710		
Section Officer (Law)	1370-2640		
Confidential Assistant	865-1450		
Peon	750-1025		
<i>Department of Economics & Statistics</i>			
Statistician	2640-3815		
Deputy Director	2070-3550		
Research Officer	1450-2825		
Research Assistant	1220-2150		
U. D. Compiler	950-1590		
L. D. Compiler	825-1290		

* Senior Grade will be at 1:3 ratio.

† The ratio between Senior Grade Ranger and Ranger will be 1:1.

‡ The ratio will be 1:1:1 among Senior Grade, Grade I and Grade II Wild Life Assistants.

§ Time-bound Higher Grades as for Driver Grade II will be given.

	(1)	(2)	(3)
	<i>Accountant General's Officer</i>		
	Finance Manager	2825-4095	
	<i>Animal Husbandry</i>		
	Forest Veterinary Officer	1650-3175	
	Forest Assistant Veterinary Officer	1450-2825	
	<i>Survey & Land Records</i>		
	Asst. Director of Survey	1650-3175	As in parent Department
	Survey Superintendent	1370-2640	
	Surveyor Grade I	1050-1830	
	Surveyor Grade II	905-1490	
	Survey Lascar	750-1025	
	<i>Public Works Department</i>		
	Executive Engineer	2470-3675	As in parent Department
	Head Draftsman	1450-2825	
	Draftsman Grade-I	1050-1830	
	Draftsman Grade-II	905-1490	
	<i>Police</i>		
	Circle Inspector of Police	1370-2640	As in parent Department
	Sub Inspector of Police	1100-2070	
	Lance Naik/Head Constable	950-1590	
	Constable	825-1290	
	P. T. Instructor	825-1290	
	<i>Education</i>		
	Librarian Grade IV	905-1490	As in parent Department
	<i>Health Department</i>		
	Pharmacist	905-1490	As in parent Department
	Hospital Attender	775-1160	
	Nursing Assistant	775-1160	
	<i>Central Water Authority</i>		
	Pump Operator	825-1290	As in parent Department
	22. Government Arbitrator		
	Chief Engineer (Arbitration)	3175-4605	As in parent Department
	Finance Officer Grade—II	1830-3425	
	Section Officer	1370-2640	
	Senior Grade Assistant	1250-2230	
	Assistant Grade—II	865-1450	
	Typist Grade—I	1000-1710	
	23. Ground Water Department		
	Director	3050-4435	4500-5700
	Superintending Hydrogeologist	2825-4095	4200-5300
	Senior Hydrogeologist	2470-3675	3000-5000
	Executive Chemist	2470-3675	3000-5000
	Chemist	1650-3175	2375-3500
	Junior Chemist	1450-2825	2060-3200
	Hydrogeologist	1650-3175	2375-3500
	Geophysicist	1650-3175	2375-3500
	Junior Hydrogeologist/Junior Geophysicist	1450-2825	2060-3200
	Geological Assistant	1000-1710	1350-2200
	Geophysical Assistant	1000-1710	1350-2200
	Chemical Assistant	1000-1710	1350-2200
	Laboratory Attender	775-1160	800-1200
	Superintending Engineer	2825-4095	4200-5300
	Executive Engineer/Design/Hydrology/(SP & W)	2470-3675	3000-5000
	*Assistant Executive Engineer (Design/Drilling/Hydrology/SP & W)	1650-3175	2375-3500
	Do. Higher Grade	2070-3550	2650-4000
	†Assistant Engineer	1450-2825	2060-3200
	Master Driller	1330-2555	1640-2900

* 1/3 of the posts will be in the higher grade.

† Non graduates directly recruited except those recruited under Special Recruitment Scheme will be given Rs. 1640—2900.

(1)	(2)	(3)
Senior Driller	1220-2150	1520-2660
Foreman	1050-1830	1400-2300
Overseer	1050-1830	1400-2300
Store-in-charge	1050-1830	1400-2300
Drilling Mechanic/Driller	1000-1710	1350-2200
Motor Mechanic	1000-1710	1350-2200
Store Assistant	905-1490	1125-1720
Surveyor	905-1490	1125-1720
Draftsman Grade II.	825-1290	950-1500
Tracer	905-1490	1125-1720
Compressor Driver	825-1290	950-1500
Welder	825-1290	950-1500
Machinist	825-1290	950-1500
Blacksmith	825-1290	950-1500
Tinker	825-1290	950-1500
Turner	825-1290	950-1500
Fitter	825-1290	950-1500
Electrician	825-1290	950-1500
Drilling Assistant		
*Tractor Driver	805-1190	825-1250
Pump Operator		
Workshop Attender	775-1160	800-1200
24. Harbour Engineering		
Chief Engineer	3050-4435	4500-5700
Deputy Chief Engineer	2825-4095	4200-5300
Superintending Engineer/ Executive Engineer (Higher Grade)	2640-3815	3900-5075
† Executive Engineer	2470-3675	3000-5000
Assistant Executive Engineer (Higher Grade)	2070-3550	2650-4000
† Assistant Executive Engineer	1650-3175	2375-3500
Administrative Assistant	1590-3050	Common category
‡ Office Manager	1370-2640	do.
§ Assistant Engineer/Head Draftsman	1450-2825	2060-3200
Crane Mechanic	1100-2070	1400-2600
Draftsman Grade-I Overseer Grade I/Estimator	1050-1830	1400-2300
Draftsman Grade II/Overseer Grade II	905-1490	1125-1720
Tracer	825-1290	950-1500
Overseer Grade III	825-1290	950-1500
Mobile Crane Operator/Heavy Machine Operator	950-1590	1200-2000
General Mechanic/Senior Mechanic	950-1590	1200-2000
Crane Operator/Mobile Crane Operator (Tyre mounted Type)	865-1450	975-1660
Roller Driver	865-1450	975-1660
Mechanical Operator	825-1290	950-1500
Weilder	825-1290	950-1500
Smith		
Turner		
Mechanic		
Syrang		
Electrician		
Moulder		
Master Grade III		
Engine Driver Grade III	805-1190	825-1250

* Brought under common categories of posts.

† The ratios/grades as applicable to the corresponding posts in the PWD.

‡ To be designated as Senior Superintendent and included under common category of posts.

§ Non-graduates directly recruited except those recruited under special recruitment scheme given the Scale of Rs. 1640-2900.

	(1)	(2)	(3)
Light Machine Operator/Operator		805-1190	825-1250
Lineman		805-1190	825-1250
Assistant Lineman		775-1160	800-1200
Blue Printer		775-1160	800-1200
Comptometer Operator		775-1160	800-1200
Assistant Crane Operator-cum-Cleaner/Assistant Crane Driver		775-1160	800-1200
Seaman		805-1190	825-1250
<i>Posts held by personnel of other Departments</i>			
Financial Assistant		1590-3050	Common category of posts
Divisional Accountant		1370-2640	
25. Health Department			
*Director of Health Services		3175-4605	5100-5700
Additional Director of Health Services		3050-4435	4500-5700
Deputy Director of Health Services/Project Director District Medical Officer		2825-4095	4200-5300
Deputy District Medical Officer/Assistant Director of Health Services/Zonal Malaria Officer/Principals P. H. Training School and P. W. Training School/ Civil Surgeon Grade I		2470-3675	3000-5000
† Civil Surgeon Grade II/District Immunisation Officer IUD Officer		1830-3425	2500-4000
Project Officer, IPP/District Project Officer		1830-3425	2500-4000
‡ Assistant Surgeon/Medical Officer		2825-4095	4200-5300
Deputy Director of Health Services (Dental)		1450-2825	2060-3200
§ Dental Civil Surgeon Grade I		2825-4095	4200-5300
Dental Civil Surgeon Grade II		2470-3675	3000-5000
¶ Dental Surgeon		1830-3425	2500-4000
Dental Mechanic Grade I		1450-2825	2060-3200
Dental Mechanic Grade II		1050-1830	1400-2300
Dental Hygienist Grade I		905-1490	1125-1720
Dental Hygienist Grade II		1000-1710	1350-2200
category B. Wing		865-1450	975-1660
Director, T. B. Centre/Assistant Director of Health Services (T. B.)		2470-3675	3000-5000
Supervising Medical Officer (BCG)		1830-3425	2500-4000
Bacteriologist		1590-3050	2200-3500
† T. B. Officer		1450-2825	2060-3200
Physiological Assistant		1370-2640	2000-3200
Senior Treatment Organiser		1370-2640	2000-3200
¶ Treatment Organiser Grade I		1050-1830	1400-2300
Treatment Organiser Grade II		865-1450	975-1660
Health Education Assistant (BCG)		1000-1710	1350-2200
Health Assistant (BCG)		825-1290	950-1500
<i>Leprosy</i>			
District Leprosy Officer		1830-3425	2500-4000
Technical Assistant Grade I		1450-2825	2060-3200
Urban Health Educator/Circle Supervisor		1370-2640	2060-3200
Physiotherapist (Leprosy)		1100-2070	1400-2600
*Non-medical Supervisor (Higher Grade)		1220-2150	1520-2660
*Non-medical Supervisor		1050-1830	1400-2300
*Leprosy Health Visitor Grade I		1000-1710	1350-2200
Leprosy Health Visitor Grade II		865-1450	975-1660

* Senior most Director of Health Services will be given the scale of Rs. 5100-6300.

† The ratio between Civil Surgeon Grade II and Grade I will be 3 : 1.

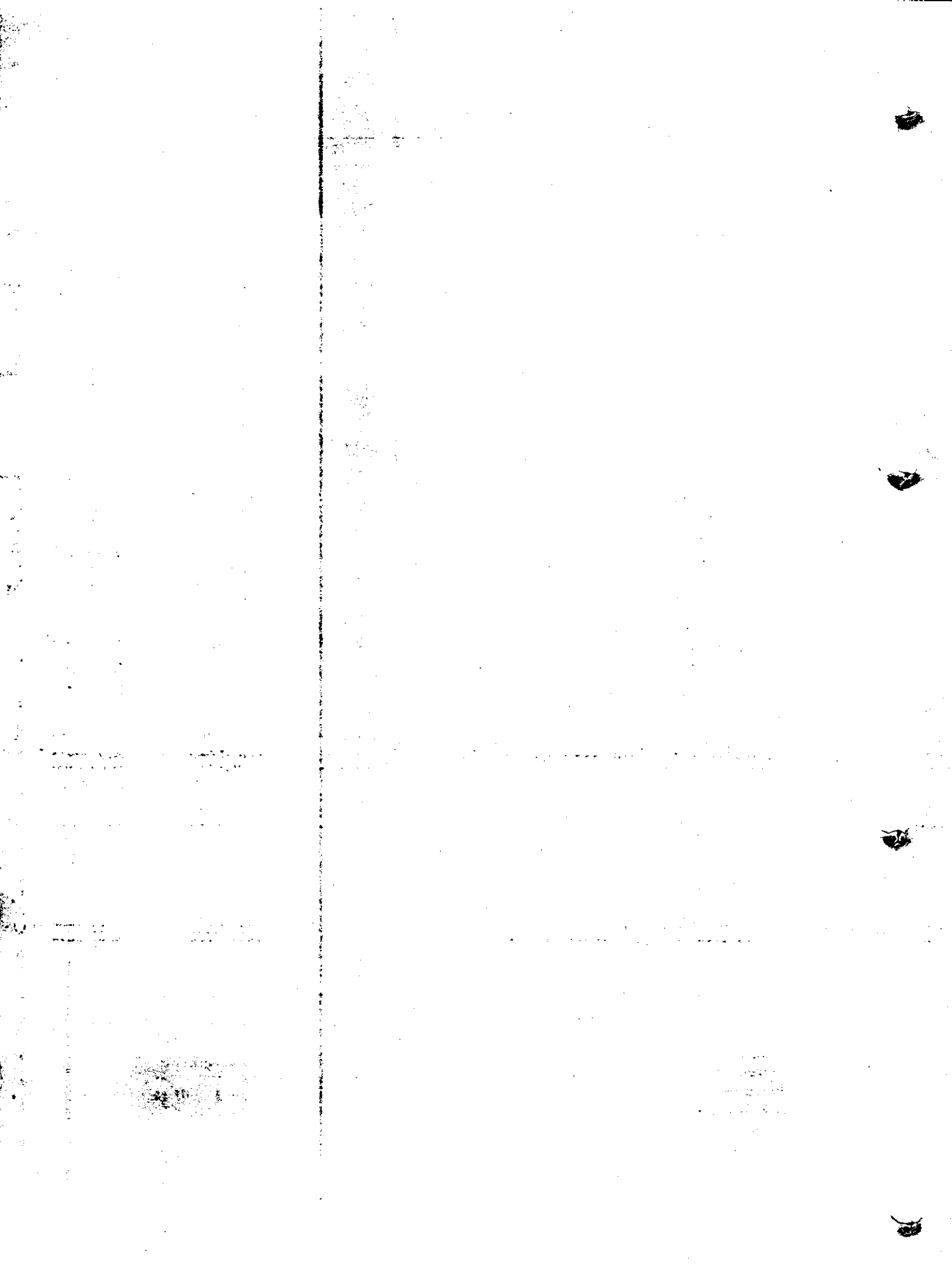
‡ MBBS/BDS holders will start at Rs. 2180. The ratio between Assistant Surgeon/Dental Surgeon and Civil Surgeon Grade II/Dental Civil Surgeon Grade II i.e. 3 : 1 will continue.

§ The ratio between Dental Civil Surgeon Grade II and Dental Civil Surgeon Grade I will be 3 : 1.

¶ The ratio between Grade I and II will be 1 : 1

¶ The ratio between Grade II and Grade I will be 1 : 1

** The ratio between Higher Grade and Lower Grade and Grade II and Grade I posts respectively will be 1 : 2.



(1)	(2)	(3)
Patient Employee	250	300
Head Warder	250	300
Senior Warder	300	350
<i>Ophthalmology</i>		
Assistant Director of Health Services (Ophthalmology)	2470-3675	3000-5000
*Orthoptist/Refractionist/Ophthalmic Assistant Senior Grade	1370-2640	2000-3200
Do. Grade I	1050-1830	1400-2300
Do. Grade II	905-1490	1125-1720
<i>Communicable Disease</i>		
Assistant Director (Entomology/Assistant Director (Filaria)	2070-3550	2650-4000
Senior Biologist	1650-3175	2375-3500
Biologist/Entomologist	1590-3050	2200-3500
District Malaria Officer	1370-2640	2000-3200
Assistant Entomologist	1220-2150	1520-2660
<i>Nursing Service Hospital Staff</i>		
Assistant Director (Nursing Service)	2070-3550	2650-4000
Nursing Superintendent Grade I	1590-3050	2200-3500
Nursing Superintendent Grade II	1330-2555	1640-2900
Head Nursing Sister	1050-1830	1400-2300
† Head Nurse	1220-2150	1520-2660
Staff Nurse	1000-1710	1350-2200
Honorary Head Nursing Sister	Fixed pay Rs. 720	Fixed pay Rs. 770
Honorary Nursing Sister	Rs. 600	Rs. 650
<i>Nursing Service (Education)</i>		
Nursing Officer (Principal),	1590-3050	2200-3500
Junior Primary Health Nursing School		
Superintendent Nursing School		
Nursing Tutor	1250-2230	2000-3200
<i>Pharmacy and Medical Supplies</i>		
Assistant Director, Medical Supplies	1830-3425	2500-4000
Stores Officer, Government Medical Stores	1830-3425	2500-4000
Stores Verification Officer	1370-2640	2000-3200
Stores Superintendent/District Medical Stores/Stores Officer, FW/IPP	1370-2640	2000-3200
Stores Superintendent, Hospital	1220-2150	1520-2660
Store-Keeper/Pharmacist Store Keeper	1050-1830	1400-2300
Pharmacist Grade I	1000-1710	1350-2200
‡ Pharmacist Grade II	905-1490	1125-1720
<i>Public Health Laboratory</i>		
Director	2825-4095	4200-5300
Senior Assistant Director	2470-3675	3000-5000
Assistant Director (Medical)	1830-3425	2500-4000
Senior Medical Officer	1830-3425	2500-4000
§ Medical Officer	1450-2825	2060-3200
§ Medical Officer (Pathology)	1450-2825	2060-3200
Scientific Officer (Sterile Solution/ Biochemistry/Microbiology	Higher Grade 1830-3425	2500-4000
Research Officer (Bio-Chemistry)		
Junior Photozoologist	Lower Grade 1450-2825	2060-3200
Tutor Technician	1250-2230	1600-2660

* The ratio among Senior Grade, Higher Grade and Lower Grade will be 1 : 2 : 2

† The ratio between Head Nurse and Staff Nurse will be 1 : 2

‡ The existing ratio of 1 : 2 between Grade I and Grade II posts will continue.

§ Starting Pay will be Rs. 2180.

|| The existing ratio of 2 : 1 between lower and higher grades will continue.

(1)	(2)	(3)
<i>Food Administration</i>		
Deputy Director PFA	2825-4095	4200-5300
Chief Government Analyst	2640-3815	3900-5075
Government Analyst	2070-3550	2650-4000
Deputy Government Analyst	1830-3425	2500-4000
Research Officer	1450-2825	2060-3200
District Food Inspector	1370-2640	2000-3200
Chief Food Inspector	1370-2640	2000-3200
Food Inspector	1220-2150	1520-2660
Technical Assistant	1370-2640	2000-3200
Technical Assistant (Legal)	1370-2640	2000-3200
<i>Common Categories in Laboratories</i>		
Junior Research Officer	1370-2640	2000-3200
Junior Scientific Officer	1370-2640	2000-3200
Chemist	1370-2460	2000-3200
Bacteriologist	1370-2640	2000-3200
Dietician	1220-2150	1520-2660
Store superintendent	1220-2150	1520-2660
Serological Assistant	1050-1830	1400-2300
Food Analyst	1000-1710	1350-2200
Chemist	1000-1710	1350-2200
Sample Collector	1000-1710	1350-2200
Technical Assistant Grade I	1000-1710	1350-2200
Technical Assistant Grade II	865-1450	975-1660
<i>Laboratory Services-General</i>		
Junior Scientific Officer	1370-2640	2000-3200
District Laboratory Technician	1220-2150	1520-2660
Chief Lab. Technician	1220-2150	1520-2660
Senior Lab. Technician	1050-1830	1400-2300
* Lab. Technician Grade I	1050-1830	1400-2300
* Lab. Technician Grade II	905-1490	1125-1720
<i>Radiology</i>		
Radio Therapist	1830-3425	2500-4000
Radio Therapist	1450-2825	2060-3200
Radiologist	1450-2825	2060-3200
Chief Radiographer	1370-2640	2000-3200
X-Ray Mechanic	1050-1830	1400-2300
† Radiographer Grade I/X-Ray Technician Grade I	1100-2070	1400-2600
† Radiographer Grade II/X-Ray Technician Grade II	950-1590	1200-2040
† Radium Technician Grade I	1000-1710	1350-2200
Radium Technician Grade II	865-1450	975-1660
<i>Other Supporting Services</i>		
‡ Pathologist	1450-2825	2060-3200
Radiation Physicist	1450-2825	2060-3200
Clinical Psychologist Higher Grade	1830-3425	2500-4000
Clinical Psychologist	1450-2825	2060-3200
Scientific Assistant (Physiotherapy)	1450-2825	2060-3200
** Psychiatric Social Worker (Higher Grade)	1450-2825	2060-3200
Psychiatric Social Worker	1220-2150	1520-2660
Physiotherapist (General)	1220-2150	1520-2660
Occupational Therapist	950-1590	1200-2040
<i>Other Technical Services</i>		
* Blood Bank Technician Grade I	1050-1830	1400-2300
Blood Bank Technician Grade II	905-1490	1125-1720

* The ratio between Grade I and Grade II posts will be 1 : 1

† The existing ratio between Grade II and Grade I will be 3 : 1

‡ Will start at Rs. 2180

|| The ratio between Higher and Lower posts will be 1 : 1

** The ratio between Lower and Higher Grades will be 1 : 1

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	(1)	(2)	(3)
	Junior P. H. Nurse Grade I	1000-1710	1350-2200
	* Junior P. H. Nurse Grade II	905-1490	1125-1720
	Junior P. H. Nurse Higher Grade II		
	<i>Public Health</i>		
	Technical Assistant Grade I	1590-3050	2200-3500
	Principal, Junior Health Inspectors Training School	1590-3050	2200-3500
	Technical Assistant Grade II/District Health Education Officer/Senior Sanitarian/Senior Health Inspector/ Health Education Officer/Health Education Officer Grade II	1370-2640	2000-3200
	Tutor, Junior Health Inspector Train- ing Schools/Tutor Technician	1370-2640	2000-3200
	Senior Sanitary Inspector	1250-2230	1000-2660
	Health Supervisor/Health Inspector Grade I/Filaria Inspector Grade I/ Malaria Inspector Grade I/Health Educator (IPP)/BCG Team Leader	1220-2150	1520-2660
	Health Inspector Grade II/Filaria Inspector Grade II/Malaria Inspector Grade II	1050-1830	1400-2300
	* Junior Health Inspector Grade I/Evalu- ation Assistant/Health Education Assistant (BCG)/Social Worker (Skin & V. D.)/Social Worker (FSDTC)	1000-1710	1350-2200
	Junior Health Inspector Grade II/ Welfare Worker (F. W.)	905-1490	1125-1720
	Field Assistant/Insect Collector/Social Worker/V. D. Social Worker	825-1290	950-1500
	Field Worker	775-1160	800-1200
	Maistry	775-1160	300-1200
	Medical Record Officer	1570-2640	2000-3200
	Medical Record Librarian Grade I	1000-1710	1350-2200
	† Medical Record Librarian Grade II	865-1450	975-1660
	<i>Publication</i>		
	Senior Editor (IPP)	1650-3175	2375-3500
	Editor	1450-2825	2060-3200
	Sub Editor	1330-2555	1640-2400
	Publication Assistant	1050-1830	1400-2300
	<i>Transport Organisation</i>		
	State Health Transport Officer	1830-3425	2500-4000
	Assistant Health Transport Officer	1450-2825	2060-3200
	Store Superintendent	1050-1830	1400-2300
	Chargeman	1000-1710	1350-2200
	Foreman Mechanic	950-1590	1200-2040
	Purchase Assistant	950-1590	1200-2040
	Tinker	825-1290	950-1500
	Blacksmith	825-1290	950-1500
	Mechanic (Health Transport)	825-1290	950-1500
	Welder	825-1290	925-1500
	Hammer Man-cum-Blacksmith	825-1290	950-1500

* The existing ratio of 2 : 1 between Grade II and Grade I posts will continue.

† The existing ratio of 1 : 1 between two grades will continue.

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(1)	(2)	(3)
Carpenter	825-1290	950-1500
Assistant Sergeant	825-1290	950-1500
Electrician (Health Transport)	825-1290	950-1500
Helper	805-1190	825-1250
Van Cleaner	750-1025	775-1065
<i>Limb Fitting Centre</i>		
Foreman	1250-2230	1600-2660
Rehabilitation Technician (Prosthetics)	825-1290	950-1500
Rehabilitation Technician (Leather Works)	825-1290	950-1500
Rehabilitation Technician (Orthotics)	825-1290	950-1500
Cobbler	775-1160	800-1200
Helper	750-1025	775-1065
<i>Other Miscellaneous Categories</i>		
Cold Chain Officer	2470-3675	3000-5000
Superintendent (Offset Press)	1450-2825	2060-3200
Helio Operator	1220-2150	1520-2660
Assistant Programmer	1220-2150	1520-2660
Cameraman	1050-1830	1400-2300
Offset Machine Operator	1050-1830	1400-2300
Home Science Assistant	1050-1830	1400-2300
Proof Reader	1000-1710	1350-2200
Refrigeration Mechanic	1000-1710	1350-2200
Chemist	1000-1710	1350-2200
Sample Collector	1000-1710	1350-2200
Instructor Grade I	1000-1710	1350-2200
Photographer-cum-Model Maker/ Artist-cum-Draftsman/Artist		Common categ
Retouching Artist	1000-1710	1350-2200
Graining Machine Operator	950-1590	1200-2040
Store Keeper	950-1590	1200-2040
Statistical Assistant	950-1590	1200-2040
Foreman/Power Laundry	950-1590	1200-2040
Librarian		Common cate
Electrical Overseer	905-1490	1125-1720
Draftsman	905-1490	1125-1720
Plate Maker	865-1450	975-1660
Electrician	865-1450	975-1660
Artist		Common cate
Copy holder	865-1450	975-1660
Instructor Grade II	845-1370	975-1540
Assistant Instructor	845-1370	975-1540
Bunoi Instructor	845-1370	975-1540
Weaving Instructor	845-1370	975-1540
Weaving Master	845-1370	975-1540
Compositor (Higher Grade)	950-1590	1200-2040
Assistant Offset Machine Operator	825-1290	950-1500
Binder (Upper Division)	950-1590	1200-2040
Binder (Lower Division)	825-1290	950-1500
Printer (Lower Division)	825-1290	950-1500
L.D. Compositor	825-1290	950-1500
Data Entry Operator	825-1290	950-1500
Computer	825-1290	950-1500
Sergeant		Common cate
Carpenter	825-1290	950-1500
Assistant Foreman (Power Laundry)	825-1290	950-1500
Lift Mechanic	825-1290	950-1500
Dark Room Assistant		
Aircondition Mechanic		
Research Assistant	825-1290	950-1500
Glass Blower		
Junior Operator		
Boiler Attendant		
Power House Mechanic	805-1190	825-1250
Electrical Mechanic		

(1)

(2)

(3)

Maistry	}	805-1190	825-1250
Fireman			
Plumber-cum-operator			
Theatre Assistant			

Common Category

Welder/Syran	775-1160	800-1200
Nursing Assistant (Higher Grade)	775-1160	800-1200
Attender (Higher Grade)	775-1160	800-1200
Junior Laboratory Assistant	775-1160	800-1200
Laboratory Assistant	775-1160	800-1200
Packer	775-1160	800-1200
Lab Attender	775-1160	800-1200
X-Ray Attender	775-1160	800-1200
Theatre Attender	775-1160	800-1200
Library Attender	775-1160	800-1200
Record Attender	775-1160	800-1200
Power Laundry Attender	775-1160	800-1200
Pump House Attender	775-1160	800-1200
Hospital Attender	775-1160	800-1200
Stable Attender	775-1160	800-1200
Other Attenders	775-1160	800-1200
Mechanic Attender	775-1160	800-1200
Nursing Assistant	775-1160	800-1200
Lift Attendant	775-1160	800-1200
Phone Attendant	775-1160	800-1200
Telephone Operator	775-1160	800-1200
Messenger/Messenger Boy	750-1025	775-1065
Hospital Attendant Grade I	750-1025	775-1065
Hospital Attendant Grade II	805-1190	825-1250
Head Cook	775-1160	800-1200
Cook Grade I	750-1025	775-1065
* Cook Grade II	775-1160	800-1200
Silk Screen Printing-cum-Duplicating Operator	775-1160	800-1200

Common Category

House Keeper	}	775-1160	800-1200
Engine Driver			
Pump House Driver			
Work-Mistress			
Tailor	}	750-1025	775-1065
Painter			
Barber			
Lascar and Bottle Cleaner	}	750-1025	775-1065
Butcher			
Dhobi			

Ministerial Wing

Manager, IPP	1650-3175	2375-3500
Administrative Assistant	1590-3050	2200-3500
Accounts Officer (PW)	1590-3050	2200-3500
Lay Secretary and Treasurer	1370-2640	2000-3200
Manager, TB Centre/Chief Accountant/ Junior Accounts Officer/CARE Supervisor/ CARE Special Officer	1370-2640	2000-3200

Posts held by Personnel of other Departments

Senior Administrative Officer	2640-3815	} As in parent Department/ Common category
Finance Officer Grade I	2470-3675	
Liaison Officer (Engineer)	1650-3175	
Assistant Director (Statistics, IPP)	1650-3175	

* The existing ratio of 3 : 1 between Gr. II and Gr. I Posts will continue.

(1)	(2)	(3)
Demographer	1650-3175	As in parent Department Common category
Man Power Officer	1450-2825	
Research Officer	1450-2825	
Chief Statistician	1450-2825	
Statistical Officer	1450-2825	
Statistician	1220-2150	
Research Assistant	1220-2150	
Statistical Assistant	1220-2150	
Deputy Overseer	950-1590	
Draftsman Grade II	905-1490	
Overseer Grade II	905-1490	
U.D. Compiler	950-1590	
L.D. Compiler	825-1290	

26. Hindu Religious & Charitable Endowment (Administration)

Commissioner Hindu Religious & Charitable Endowment (Administration)	2640-3815	3900-5075
-Deputy Commissioner/Personal Assistant to the Commissioner	2070-3550	2650-4000
Assistant Commissioner	1590-3050	2200-3500
Inspector Grade I	1050-1830	1400-2300
Inspector Grade II	950-1590	1200-2040
Goldsmith	825-1290	950-1500

27. Homoeopathic Medical Colleges

Principal	2470-3675	3000-5000
Professor	2070-3550	2650-4000
Assistant Professor	1650-3175	2375-3500
Tutor/R.M.O.	1450-2825	2060-3200
Lab. Technician	905-1490	1125-1720
* Nurse, Grade-I	1000-1710	1350-2200
Nurse, Grade-II	865-1450	975-1660
Pharmacist (Compounder)	825-1290	950-1500
Mortuary Technician	905-1490	1125-1720
Attender/Nursing Assistant	775-1160	800-1200
Specimen Collector	775-1160	300-1200
Lab. Attender	775-1160	800-1200
Mortuary Attender	750-1025	775-1065

28. Homoeopathy

Director	2640-3815	3900-5075
Deputy Director	2470-3675	3000-5000
District Medical Officer	2070-3550	2650-4000
Superintendent	1830-3425	2500-4000
‡ Chief Medical Officer	1650-3175	2375-3500
Administrative Assistant	1590-3050	Common Cate
† Medical Officer	1450-2825	2060-3200
Nurse, Grade I	1000-1710	1350-2200
* Nurse, Grade II	865-1450	975-1660
Pharmacist, Grade I	950-1590	1200-2040
* Pharmacist, Grade II	825-1290	950-1500
Laboratory Technician	905-1490	1125-1720
Nursing Assistant/Attender/Dispenser/Store-Attender/Record Attender	805-1190	825-1250
	Gr. I	800-1200
	Gr. II	

* The existing ratio of 1 : 3 between Grade I and Grade II posts will continue.

‡ Non-graduates directly recruited other than those recruited under Special Recruitment Scheme be given the scale of Rs. 1640-2900.

† Chief Medical Officers of Hospitals having more than 30 beds will be designated as Superintendent.

(1)	(2)	(3)
29. Housing (Technical Cell)		
Housing Commissioner	3175-4605	As in parent cadre/Department.
Chief Planner (Housing)	3050-4435	
Assistant Executive Engineer	1650-3175	
Assistant Engineer	1450-2825	
Architectural Head Draftsman	1450-2825	
Draftsman Grade-I	1050-1830	
Draftsman Grade-II	905-1490	
30. Hydrographic Survey		
Chief Hydrographer	3050-4435	4500-5700
Deputy Hydrographer	2640-3815	3900-5075
Marine Surveyor	2470-3675	3000-5000
Assistant Cartographer	2470-3675	3000-5000
Senior Technical Assistant (Electronics)	1650-3175	2375-3500
Administrative Assistant	1590-3050	Common category
Technical Assistant (Electronics)	1330-2555	
Assistant Marine Surveyor	1450-2825	2060-3200
Chief Draftsman	1450-2825	2060-3200
Engine Driver Grade-I	1220-2150	1520-2660
Engine Driver Grade-II	950-1590	1200-2040
Engine Driver Grade-III	825-1290	950-1500
Draftsman Grade-I	1050-1830	1400-2300
* Draftsman Grade-II	905-1490	1125-1720
Field Assistant	1050-1830	1400-2300
Chief Survey Syrang	1220-2150	1520-2660
Do. Higher Grade	1330-2555	1640-2900
Survey Syrang Grade-I	950-1590	1200-2040
Do. Grade-II	825-1290	950-1500
Master Grade-III	825-1290	950-1500
Deck Tindal	950-1590	1200-2040
Tide Watcher	865-1450	975-1660
Cassab	825-1290	950-1500
Leadsman	825-1290	950-1500
Machine Room Attender	805-1190	825-1250
Seaman	805-1190	825-1250
Blue Printer	775-1160	800-1200
Cook	750-1025	775-1065
Officer's Cook-cum-Bearer	750-1025	775-1065
<i>Post held by personnel of other Departments</i>		
Financial Assistant	1590-3050	Common category
31. Indian Systems of Medicine		
Director of Indian Systems of Medicine	2825-4095	4200-5300
Joint Director	2640-3815	3900-5075
Deputy Director	2470-3675	3000-5000
District Medical Officer	2470-3675	3000-5000
Superintendent, Mental Hospital, Kottakkal	2070-3550	2650-4000
Senior Specialist, Mental Hospital, Kottakkal	1830-3425	2500-4000
Superintendent, Kannur Hospital	2070-3550	2650-4000
Superintendent, Nature Cure Centre	1830-3425	2500-4000
Senior Medical Officer (Specialist)	1830-3425	2500-4000
Chief Medical Officer	1830-3425	2500-4000
† Senior Medical Officer	1650-3175	2375-3500
Specialist, Government Ayurveda Mental Hospital, Kottakkal	1650-3175	2375-3500
Senior Specialist (Nature Cure Centre)	1650-3175	2375-3500
Accounts Officer	1590-3050	Common category
Administrative Assistant	1590-3050	
Senior Superintendent/Lay Secretary/Treasurer	1370-2640	2000-3200

* The existing ratio of 1 : 1 between Grade I and Grade II will continue.

† The existing ratio of 1 : 3 between Senior Medical Officer and Medical Officer will continue.

(1)	(2)	(3)
Specialist (Nature Cure)	1330-2555	1640-2900
*Medical Officer (Ayurveda & Unani)	1450-2825	2060-3200
*Medical Officer (Sidha)	1450-2825	2060-3200
Medical Officer (Specialist Visha/Netra/Marma)	1590-3050	2200-3500
**Pharmacist having BAM/DAM	1220-2150	1520-2660
Nursing Superintendent	1220-2150	1520-2660
Nurse Grade I	1000-1710	1350-2200
†Nurse Grade II	865-1450	975-1660
Pharmacist Grade I	950-1590	1200-2040
†Pharmacist Grade II	865-1450	975-1660
Pharmacist Grade II (Sidha)	825-1290	950-1500
Lab. Technician	905-1490	1125-1720
Lab. Assistant	865-1450	975-1660
Masseur	825-1290	950-1500
Pharmacy Attender Grade I	805-1190	825-1250
‡Pharmacy Attender Grade II	775-1160	800-1200
Nursing Assistant Grade I	805-1190	825-1250
Nursing Assistant Grade II	775-1160	800-1200
Attender Grade I	775-1160	800-1200
Attender Grade II	775-1160	800-1200
Skilled Assistant	775-1160	800-1200
Lab. Attender	775-1160	800-1200
Cook Grade I	750-1025	775-1065
Cook Grade II	750-1025	775-1065
Hospital Servant		
<i>Posts held by personnel of other Departments</i>		
Administrative Officer Grade II	1830-3425	Assin. parent.
Social Studies Instructor	1000-1710	Department
Pharmacist	905-1190	
32. Industrial Training		
Director	2825-4095	IAS 4200-5300
Additional Director	2640-3815	3900-5075
Joint Director	2470-3675	3000-5000
Deputy State Apprenticeship Adviser	2470-3675	3000-5000
Deputy Director	2070-3550	2650-4000
Inspector of Training	2070-3550	2650-4000
Principal Grade I	1830-3425	2500-4000
Principal Grade II		
Vice-Principal		
Training Officer	1650-3175	2375-3500
Trade Test Officer		
Accounts Officer	1450-2825	2060-3200
Accounts Officer	1330-2555	1640-2900
Junior Apprenticeship Adviser (Technical)		
Group Instructor		
Mill Wright Foremen		
Technical Assistant		
Junior Apprenticeship Adviser (Catering)		
Instructor, A. V. T. S.		
T.V. Technician Instructor	1220-2150	1520-2660
Junior Apprenticeship Adviser (Non-Technical)		
Officer-in-charge, Training-cum-Orientation Scheme	1220-2150	1520-2660
Secretary, Industrial Co-operative Society		
Store-Keeper (Special Grade)		
Senior Instructor	1220-2150	1520-2660
Mill Wright Instructor		

* Non-graduates directly recruited other than those recruited under Special Recruitment Scheme will be given the scale of Rs. 1640-2900

** Allowed to function as non-cadre Medical Officer.

† The Existing ratio of 1 : 3 between Grade I and II Posts will continue.

‡ 20% of the total Posts will be placed on Grade I.

(1)	(2)	(3)
Junior Instructor	1000-1710	1350-2200
Arithmetic-cum-Drawing Instructor		
Stenography Instructor	950-1590	1200-2040
Assistant Hostel Superintendent	865-1450	975-1660
Audio-Visual Technician	825-1290	950-1500
Workshop Attender		
Trade Assistant	775-1160	800-1200
Dresser		
<i>Posts held by Personnel of other Departments</i>		
Administrative Officer Grade-II	1830-3425	As in parent Department
Social Studies Instructor	1000-1710	
Pharmacist	905-1490	
33. Industrial Tribunal		
*Industrial Tribunal Secretary	3175-4605 1370-2640	5100-5700 2000-3200
34. Industries and Commerce		
Director	IAS Cadre	4200-5300+
Director of Handloom	2825-4095+	Spl. pay Rs. 200
Director of Coir Development	Spl-pay Rs. 200	4200-5300
Director, CFSC	2825-4095	3900-5075
Additional Director	2640-3815	
Joint Director	2470-3675	3000-5000
General Manager, District Industries Centre		
Functional Manager, District Industries Centre	2070-3550	2650-4000
Deputy Director, District Industries Centre		
Assistant Director	1650-3175	2375-3500
Special Officer (RBI)		
Project Officer (Coir)		
Technical Assistant		
Superintendent, Foundry Service Centre	2070-3550	2650-4000
† Officer-in-charge (Research-cum-Design Centre)		
Women's Industries Officer	1590-3050	
‡ Administrative Assistant	1650-3175	2375-3500
Account Officer	1450-2825	2060-3200
Deputy Registrar of Co-operative Societies	1370-2640	2000-3200
Assistant Registrar of Co-operative Societies		
Assistant District Industries Officer	1650-3175	2375-3500
Superintendent, Cluster Type Training Centre	1370-2640	2000-3200
Superintendent, Chemical Industries Estate		
Foreman		
Foreman (Tool Room)		
Technical Assistant	1330-2555	1640-2900
Industries Extension Officer		
Technical Officer		
Technical Supervisor		
* Marketing Analyst		

* Those on the personnel Scale of Rs. 4435-5285. will be given the revised scale of Rs. 5100-6300.

† Reported to be not in existence now:

‡ Included under Common Category of posts

(1)	(2)	(3)
*Senior Co-operative Inspector Senior Supervisor (Handloom) Senior Coir Inspector, Liquidation Inspector (Coir)	} Spl.Gr. 1250-2230 1330-2550	1600-2600 1640-2900
Development Officer (Handicrafts) Textile Assistant Handicraft Supervisor †Superintendent (Quality Marking Depot) †Technical Assistant (Handloom)	} 1220-2150	1520-2660
Junior Scientific Officer	} 1100-2070	1400-2600
Quality Control Inspector Grade I, Superintendent, Demonstration-cum-Training Centre	} 1330-2555	1640-2900
†Co-operative Organising Officer *Junior Co-operative Inspector †Technical Assistant (Quality Control)	} 1050-1830	1400-2300
†Inspector (Quality Marking Scheme) †Inspector (Aluminium Utensils) †Inspector (Writing Ink) †Inspector (Scissors & Cutlery) Instructor (Cluster Type Training Centre)	} 1100-2070	1400-2600
Propaganda Officer Technical Assistant (RCDG) Foreman-cum-Instructor Store Officer (CFSC)	} 1050-1830	1400-2300
Electrician (CFSC) Auditor	} 1000-1710	1350-2200
Telephone Operator Documentation Assistant Information Assistant †Tester, Quality Marking Depot Inspector, Quality Marking Depot Analyst (CFSC) Senior Field Officer Warper-cum-Sizer Skilled Weaver Dye Maker Machine Operator (CFSC) Store Assistant (CFSC)	} 950-1590	1200-2040
†Bamboo Expert †Bamboo Designer †Bamboo Chemist †Designer (Jewellery) †Designer (Ivory) †Designer (Wood) †Master Potter Mechanic Foundry Service Centre Mechanic Chemical Industrial Estate, Aroor, Quality Control Inspector Gr. II.	} 950-1590	1200-2040
†Designer (Dolls) †Designer (Screw-pine) Designer (Conch Shell) Designer (Saw Dust) Designer (Glazed Pottery)	} 950-1590	1250-2040

* The existing ratio of 1:1 between Senior Inspector and Junior Inspector will be placed in the special category. Ten percent of total number of posts in the two grades together will be placed in the special category.

† Reported to be not in existence now.

	(1)	(2)	(3)
0	Junior Field Officer		
0	*Work Assistant		
	Helper (Quality Control)		
	*Inspector (Industrial Units), PID Projects		
	*Machine Operator (Mobile Van)	825-1290	950-1500
50	*Skilled Assistant (CFSC)		
	*Boiler Attender (CFSC)		
	*Library Assistant		
	Fireman		
	Laboratory Assistant		
00	*Tester (Quality Marking Depot)		
	*Craftsman (Ivory/Dolls/Wood)		
	*Instructor Grade I	805-1190	825-1250
00	Winder		
	*Instructor Grade II		
	*Laboratory Assistant		
00	*Craftsman		
	*Painter-cum-Modeller	775-1160	800-1200
	*Skilled Worker		
	*Trailer		
500	Helper (DCTC)		
	*Instructor Grade III		
	<i>Posts held by personnel of other Departments</i>		
	Administrative Officer Grade I.	2470-3675	As in parent Department/ Common category
	Finance Officer Grade I	1590-3050	
300	Assistant Director, Statistics	1450-2825	
	Research Officer		
	Man Power Officer	1220-2150	
200	Research Assistant		
	Market Analyst		
	Junior Statistical Inspector	950-1590	
	Upper Division Compiler	825-1290	
	Lower Division Statistical Inspector		
	35. Insurance Medical Services		
	Director of Insurance Medical Services	3050-4435	4500-5700
	Director of Insurance Medical Services (Vigilance)	3050-4435	4500-5700
040	Regional Deputy Director	2825-4095	4200-5300
	Deputy Director (Homoeo)	2470-3675	3000-5000
	Superintendent (Homoeo)	1330-3125	2500-4000
	Insurance Medical Officer Grade I	2470-3675	3000-5000
	Insurance Medical Officer Grade II	1830-3425	2500-4000
	**Assistant Insurance Medical Officer	1450-2825	2060-3200
	**Assistant Insurance Medical Officer (Specialist)	1450-2825	2060-3200
	Nursing Superintendent Grade I	1590-3050	2200-3500
	Nursing Superintendent Grade II	1330-2555	1640-2900
	Head Nurse	1050-1830	1400-2300
	§ Staff Nurse	1000-1710	1350-2200
	Store Keeper	1050-1830	1400-2300
2040	¶ Pharmacist Grade I	1000-1710	1350-2200
	Pharmacist Grade II	905-1490	1125-1720
	Dietician	1050-1830	1400-2300
	Medical Record Librarian	1000-1710	1350-2200
	Blood Bank Technician Grade I	1050-1830	1400-2300
	Laboratory Technician Grade I	905-1490	1125-1720
	¶ Laboratory Technician Grade II/Blood Bank Technician Grade II		
2040	Radiographer Grade I	1100-2070	1400-2600
	Radiographer Grade II	950-1590	1200-2040

ii continue special grade

* Reported to be not in existence now.
 † The ratio between Grade I and Grade II Insurance Medical Officers will be 1:3.
 § The ratio between Staff Nurse and Head Nurse will be 2:1.
 ¶ The existing ratio of 1:2 between Grade I and Grade II posts will continue.
 ** M.B.B.S./B.D.S. holders will start at Rs. 2180.
 ¶ The ratio between Grade I and Grade II Technician will be 1 : 1
 † Created in GO (MS)36/92/LBR dated 4/5/92.

(1)	(2)	(3)
X-ray Technician Grade I	1050-1830	1400-2300
*X-Ray Technician Grade II	905-1490	1125-1720
Auxiliary Nurse Midwife	905-1490	1125-1720
Electrician	825-1290	950-1500
Junior Laboratory Assistant	775-1160	800-1200
X-Ray Attender	775-1160	800-1200
Laboratory Attendant	865-1450	975-1660
Operation Theatre Technician	805-1190	825-1250
Theatre Attender	775-1160	800-1200
Nursing Assistant	750-1025	775-1065
Hospital Attendant	750-1025	775-1065
Dhobi	805-1190	825-1250
Head Cook	775-1160	800-1200
Cook Grade I	750-1025	775-1065
† Cook Grade II	825-1290	950-1500
Packer	775-1160	800-1200
Tailor	1450-2825	2060-3200
‡ Medical Officer (Ayurveda)	825-1290	950-1500
Pharmacist (Ayurveda)	775-1160	800-1200
Attender (Ayurveda)	1450-2825	2060-3200
‡ Medical Officer (Homoeo)	825-1290	950-1500
Pharmacist (Homoeo)	865-1450	975-1660
Nurse (Homoeo)	775-1160	800-1200
Nursing Assistant (Homoeo)	750-1025	775-1065
Hospital Attendant (Homoeo)	2470-3675	As in parent cadre
Finance Officer Grade I	1830-3425	common category
Administrative Officer Grade II		

36. Judiciary

High Court of Kerala

Registrar	3175-4605	§
Director of Training	3175-4605	
Joint Registrar	2825-4095	4200-5300
Deputy Registrar	2640-3815	3900-5075
Assistant Registrar	1830-3425	2500-4000
Private Secretary to Chief Justice	1830-3425	2500-4000
Personal Assistant to Chief Justice	1450-2825	2060-3200
Additional Personal Assistant to Chief Justice	1370-2640	2000-3200
Section Officer	1370-2640	2000-3200
Section Officer (Higher grade)	1590-3050	2200-3500
<i>Post held by personnel of other Departments</i>		
Court Officer	1370-2640	2000-3200
Court Fee Examiner	1590-3050	2200-3500
Librarian Grade I	1370-2640	2000-3200
Reference Librarian	1450-2825	2060-3200
Security Officer	1370-2640	2000-3200
Public Relation Officer		
Head Translator	1370-2640	2000-3200
¶ Selection Grade Shorthand Writer		
Accountant	1250-2230	1640-2900
¶ Senior Grade Assistant	1250-2230	1600-2660
¶ Senior Grade Typist	1000-1710	1350-2200
Translator	1000-1710	1350-2200
Kannada Translator	1330-2555	1640-2900
Office Superintendent	Spl. pay of Rs. 50	Rs. 50 Spl pay
Selection Grade Typist	1330-2555	1640-2900
Protocol Officer	1250-2230	1600-2660

§ Revised scales will be ordered separately.

* The ratio between Grade I and Grade II Technicians will be 1 : 1.

† The existing ratio of 3 : 1 between Grade II and Grade I posts will continue.

‡ Non-graduates directly recruited except those recruited under Special Recruitment scheme be given the Scale of Rs. 1640-2900

¶ The existing ratio of 1 : 1 : 1 among Selection Grade, Grade I, Grade II Shorthand Writer will continue.

¶ The existing ratio of 1 : 1 : 1 among Senior Grade, Grade I and Grade II Assistants/Typists will continue.

|| 20% of the posts (Section Officer) will be placed in the higher Grade.

	(1)	(2)	(3)
0-2300	* Shorthand Writer Grade I	1330-2555	1640-2900
5-1720	** Assistant Grade I	1000-1710	1350-2200
5-1720	** Typist Grade I		
0-1500	† Senior Grade Typist-copyist	950-1590	1200-2040
0-1200	† Typist Copyist Grade I	1050-1830	1400-2300
0-1200	Shorthand Writer Grade II	365-1450	1200-2040
0-1200	** Assistant Grade II/Junior Accountant	865-1450	1125-1720
5-1660	** Typist Grade II	865-1450	975-1660
25-1250	Telephone Operator/Telex Operator	825-1290	950-1500
00-1200	† Typist-Copyist Grade II	950-1590	1200-2040
75-1065	† Library Assistant (Higher Grade)	825-1290	950-1500
75-1065	† Library Assistant		
25-1250	† Photo Copier Operator		
00-1200	† Civil Sergeant		
75-1065	† Court Keeper	775-1160	800-1200
50-1500	<i>Post held by Personnel of other Departments</i>		
00-1200	Vigilance Office	IPS Cadre	IPS Cadre
60-3200	Deputy Superintendent of Police	1830-3425	As in parent Department
50-1500	Circle Inspector of Police	1370-2640	
00-1200	Head Constable	905-1490	
60-3200	Police Constable	825-1290	
150-1500	<i>Subordinate Judiciary</i>		
75-1660	Selection Grade District Judge	4435-5285	
00-1200	District Judge/Additional District Judge/Special Judge, Motor Accident Claims Tribunal	3175-4605	
75-1065	Sub Judge	2640-3815	
parent cadre	Munsiff	1830-3425	
on-category	Munsiff Magistrate	1830-3425	
§	Selection Grade Chief Judicial Magistrate	2825-4095	
	Chief Judicial Magistrate	2640-3815	
00-5300	Senior Grade Judicial Magistrate First Class	2070-3550	
00-5075	Judicial Magistrate of First Class	1830-3425	
500-4000	Judicial Magistrate of II Class	1590-3050	
500-4000	Sheristadar, District Court	1590-3050	2200-3500
060-3200	Sheristadar, Additional District Court	1590-3050	2200-3500
00-3200	Sheristadar, Chief Judicial Magistrate Court		
000-3200	Sheristadar, Special Court/Motor Accident Claims Tribunal	1370-2640	2000-3200
000-3200	Sheristadar, Sub Court	1220-2150	1520-2660
000-3200	Head Clerk, District Court		
000-3200	Head Clerk, M.A.C.T.		
000-3200	Head Clerk, Chief Judicial Magistrate Court		
000-3200	Head Clerk, Munsiff Magistrate Court		
060-3200	Bench Clerk, District Court		
000-3200	Bench Clerk, M.A.C.T.		
000-3200	Head Clerk, Chief Judicial Magistrate Court		
000-3200	Central Nazir		
000-3200	Deputy Nazir		
640-2900	Kannada Translator	950-1590	1200-2040
600-2660	Amin	825-1290	950-1500
350-2200	Copyist		
350-2200	Typist-Copyist	775-1160	800-1200
640-2900	Examiner		
50 Spl pay	Court-Keeper		
640-2900	Process Server		

* The existing ratio of 1 : 1 : 1 among Selection Grade, Grade I and Grade II Shorthand Writers will continue.

** The existing ratio of 1 : 1 : 1 among Senior Grade, Grade II Assistant/Typist will continue.

† The existing ratio of 1 : 1 : 2 among Senior Grade, Grade I and Grade II of Typist Copyist will continue.

‡ The ratio between Higher and Lower Grades of Library Assistant will be 1 : 2.

§ Revised scales will be ordered Separately.

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	(1)	(2)	(3)
37. Kerala Co-operative Tribunal			
Tribunal		3175-4605	5100-5700
Secretary		1650-3175	2375-3500
38. Kerala Gazetteers			
State Editor		2470-3675	3000-5000
Editor		2070-3550	2650-4000
Sub Editor		1370-2640	2000-3200
39. Kerala Institute for Research, Training and Development Studies of Scheduled Castes and Scheduled Tribes (KIRTADS)			
Director		2825-4095	4200-5300
*Special Officer			
Deputy Director (Anthropology)	}	1830-3425	2500-4000
Linguist			
Editor-cum-Translator			
Research Officer	}	1450-2825	2060-3200
Lecturer			
Statistician		1250-2230	1600-2660
Research Assistant	}	1220-2150	1520-2660
Cartographer			
Photographer-cum-Model Maker/Curator		1000-1710	1350-2200
Investigator		950-1590	1200-2040
Driver cum-Operator (Audio-visual)		865-1450	975-1660
40. Kerala State Transport Appellate Tribunal			
State Transport Appellate Tribunal		3175-4605	5100-5700
Sheristadar		1590-3050	2200-3500
Bench Clerk		1050-1830	1400-2300
Court Keeper		775-1160	800-1200
41. Labour			
Labour Commissioner		IAS	IAS
Additional Labour Commissioner		2825-4095	4200-5300
Joint Labour Commissioner	}	2640-3815	3900-5075
Chief Inspector of Plantations			
Deputy Labour Commissioner	}	2070-3550	2650-4000
Workmen's Compensation Commissioner			
Secretary, State Advisory Contract Labour Board			
District Labour Officer	}	1650-3175	2375-3500
Inspector of Newspaper Establishments			
Labour Officer, Idamalayar			
Regional Labour Inspector			
District Labour Officer (Spl.)			
**Administrative Assistant		1590-3050	
Deputy Labour Officer		1590-3050	2200-3500
Secretary, Minimum Wages Advisory Board	}	1370-2640	2000-3200
Secretary Labour Committee			

*. Not in existence

** Included under Common Category of posts.

(1)	(2)	(3)
45. Local Fund Audit		
Examiner of Local Fund Accounts	2825-4095	4200-5300
Joint Examiner	2640-3815	3900-5075
† Deputy Examiner (Higher Grade)	2470-3675	3000-5000
Deputy Examiner	1830-3425	2500-4000
Inspector (Higher Grade)	1590-3050	2200-3500
‡ Inspector	1370-2640	2000-3200
Office Superintendent	1330-2555+	1640-2900+
	Spl. Pay Rs. 50	Spl. pay Rs. 50.
§ Selection Grade Typist	1330-2555	1640-2900
Senior Grade Auditor	1250-2230	1640-2900
Senior Grade Typist	1250-2230	1600-2660
Auditor Grade I	1000-1710	1350-2200
Typist Grade I	1000-1710	1350-2000
* Auditor Grade II	865-1450	1200-2040
* Typist Grade II	865-1450	1125-1720
46. Medical Education		
<i>Directorate</i>		
Director of Medical Education	4435-5285	} Already revised Common Category
Joint Director of Medical Education	3050-4435	
Administrative Assistant	1590-3050	
Accounts Officer	1590-3050	
<i>Colleges : A. Teaching-Medical (Clinical & Non-Clinical)</i>		
Principal	3050-4435	} Already revised
Vice Principal		
Director & Professor	2825-4095	} Already revised
Professor	2640-3815	
Associate Professor	2470-3675	
Assistant Professor	1830-3425	
Tutor	1450-2825+	
	Spl. Pay Rs. 90	
<i>Non-Medical</i>		
Professor	2640-3815	} Already revised
Associate Professor	2470-3675	
Assistant Professor	1830-3425	
Lecturer	1450-2825	} Already revised
Professor (Physical Education)	1830-3425	
Lecturer (Physical Education)	1450-2825	
Speech Pathologist & Audiologist	1450-2825	
Tutor in Dental Mechanics	1370-2640	
Health Surveillance Officer	1450-2825	
Tutor (Pharmacy)	1450-2825	
Pharmacist	1330-2555	
Tutor, Pharmaceutical Engineering	1450-2825	
Tutor, School of M. L. T. (Bio-Chemistry/Micro-biology)	1450-2825	

† The following existing posts of Deputy Examiners will continue to be in the higher grade

1. Government Auditor, University of Kerala
2. Government Auditor, University of Cochin
3. Government Auditor, University of Calicut
4. Government Auditor, Kerala Agricultural University
5. Government Auditor, Mahatma Gandhi University
6. Deputy Examiner, Kerala State Housing Board
7. Deputy Examiner, Greater Cochin Development Authority
8. Deputy Examiner, Guruvayur Devaswam
9. Deputy Examiner, Kerala State Rural Development Board.

§ The existing practice of placing 1/3 posts of Senior Grade Typist as Selection Grade Typist continue

‡ Twenty per cent of the posts of Inspectors of Local Fund Accounts will be placed in the Higher Grade

* The existing ratio of 1 : 1 : 1 among Senior Grade, Grade I and Grade II Auditors/Typists Continue.

	(1)	(2)	(3)
5300	Tutor Technician (M.L.T.)	1370-2640	2000-3200
5075	Orthoptist Technician		
5000	Tutor Technician, Optometry		
4000	Radiographer (Teaching)		
3500	Health Educator	1220-2150	1520-2660
3200	Social Scientist	1220-2150	1520-2660
2900+	Social Scientist	1050-1830	1400-2300
ay Rs. 50	Entomological Assistant	1220-2150	1520-2660
2900	Statistical Assistant	950-1590	1200-2040
2900	<i>College of Pharmaceutical Sciences :</i>		
2660	Director & Professor	2825-4095	} Already revised
2200	Professor	2640-3815	
2000	Associate Professor	2470-3675	
2040	Assistant Professor	1830-3425	
1720	Tutor	1450-2825	
	<i>Dental College :</i>		
	Director & Professor	2825-4095	} Already revised
	Professor	2640-3815	
	Associate Professor	2470-3675	
	Assistant Professor	1830-3425	
	Tutor	1450-2825+	
	<i>College of Nursing :</i>		
	Director	2470-3675	3000-5000
	Professor	2070-3550	2650-4000
	Associate Professor	1830-3425	2500-4000
	Assistant Professor	1590-3050	2200-3500
	Tutor	1370-2640	2000-3200
	<i>Non-Teaching (a) Medical :</i>		
	Associate Professor of Medicine (Research)	2470-3675	Already revised
	<i>(b) Non-Medical :</i>		
	Electronic Engineer-cum-Research Superintendent	2070-3550	2650-4000
	Senior Scientific Officer	1650-3175	2375-3500
	Senior Research Officer	1650-3175	2375-3500
	Senior Librarian	1650-3175	2375-3500
	Chief Occupational Therapist	1830-3425	2500-4000
	Chief Physiotherapist		
	Scientific Assistant (Physiotherapy)	1330-2555	1640-2900
	Scientific Assistant (Occupational Therapy)		
	Cytologist	1450-2825	2060-3200
	Bio-Chemist		
	Physiological Assistant	1370-2640	2000-3200
	* Senior Scientific Assistant		
	Scientific Assistant	1330-2555	1640-2900
	Junior Research Officer	1330-2555	1640-2900
	Research Assistant	1220-2150	1520-2660
	Junior Scientific Officer	1330-2555	1640-2900
	Clinical Psychologist		
	Accounts Officer	1450-2825	2060-3200
	Medical Statistician	1450-2825	2060-3200
	Superintendent of Press	1370-2640	2000-3200
	Litho Press Operator	865-1450	975-1660
	Medical Records Superintendent	1370-2640	2000-3200
	Medical Records Librarian Gr. I	1000-1710	1350-2200
	† Medical Records Librarian Gr. II	865-1450	975-1660
Typist	Security Officer	1370-2640	2000-3200

* The post of Scientific Assistant where basic qualification is Post-graduation is redesignated as Senior Scientific Assistant.

† The existing ratio of 1:1 between Grade I and Grade II Posts will continue.

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(1)	(2)	(3)
Security Assistant		
* Surgeant	1220-2150	1520-2660
* Sergeant Grade II		
** Mechanical Engineer (Junior)		
Rehabilitation Co-ordinator	1450-2825	2060-3200
Technical Assistant (Refrigeration & Air Conditioning)	1370-2640	2000-3200
Technical Asst. (Electronics)		
Technical Asst. (Mechanic)	1330-2555	1640-2900
Air Conditioning-cum Refrigeration Supervisor		
Maxillo Facial Prosthetic Technician	1330-2555	1640-2900
Pharmacist		
† Dental Mechanic Grade I	1330-2555	1640-2900
† Dental Mechanic Grade II	1050-1830	1400-2300
† Dental Hygienist Grade I	905-1490	1125-1720
† Dental Hygienist Grade II	1000-1710	1350-2200
Workshop Foreman/Foreman	865-1450	975-1660
Foreman	1250-2230	1600-2660
Perfusionist	1050-1830	1400-2300
Museum-cum-Photographic Assistant	1250-2230	1600-2600
Psychiatric Social Worker	1250-2230	1600-2600
Senior Technician	1220-2150	1520-2660
Serological Assistant	1220-2150	1520-2660
Laboratory Assistant	1050-1830	1400-2300
Laboratory Assistant (Dialysis)	1050-1830	1400-2300
† Laboratory Technician	1050-1830	1400-2300
† Mortuary Technician	1050-1830	1400-2300
† Blood Bank Technician		
† Lab. Techn. (Pharmacy)	905-1490	1125-1720
Curator		
Museum Curator	1050-1830	1400-2300
Artist Curator	1000-1710	1350-2200
Technician (Media Making) Gr. I	1000-1710	1350-2200
Technician (Media Making) Gr. II	1000-1710	1350-2200
Enquiry Officer	905-1490	1125-1720
Health Inspector Grade I	1220-2150	1520-2660
Health Inspector Grade II	1220-2150	1520-2660
Cyto Technician	1050-1830	1400-2300
Radiographer Grade I	1050-1830	1400-2300
† Radiographer Grade II	1100-2070	1400-2600
Technician Grade II (Radiology)	950-1590	1200-2040
X-Ray Technician	905-1490	1125-1720
Staff Nurse	905-1490	1125-1720
§ Refractionist/Orthoptist Senior Grade	1000-1710	1350-2200
§ Refractionist/Orthoptist Grade I	1370-2640	2000-3200
§ Refractionist/Orthoptist Grade II	1050-1830	1400-2300
† Sterilisation. Technician	905-1490	1125-1720
† Radium Technician		
† Nuclear Medicine Technician Grade II		
† EEG Technician	855-1450	975-1660
† ECG Technician	(Hr. Gr.) 1000-1710	1350-2200
† Clinical Audiometrician		
Scanner Operator		
Respiratory Technician	865-1450	975-1660
Haematology Technician		
V.D. Technician		
Theatre Technician	905-1490	1125-1720

* . Included among common categories of posts.

** Non-graduates directly recruited except those recruited under special recruitment scheme will be given the scale of Rs. 1640-2900.

† The ratio between Grade II and Grade I posts will be 1:1.

‡ The existing ratio of 3:1 between Grade II and Grade I posts will continue.

§ The ratio among Senior Grade, Grade I and Grade II will be 1:2:2.

