

	(1)	(2)	(3)
660	Dark Room Assistant	825-1290	950-1500
	Theatre Assistant	775-1160	800-1200
	Laboratory Assistant (Jr.)	825-1290	950-1500
2200	Rehabilitation Technician	} 950-1590	1200-2040
2200	Grade I (Prosthetics/Orthotics/Leather)		
900	Rehabilitation Technician Gr. II	825-1290	950-1500
	(Prosthetics/Orthotics/Leather)	} 1250-2230	1600-2660
2900	Senior Store Officer (Technical)		
	Junior Store Officer (Technical)	950-1590	1200-2040
2900	Refrigeration Mechanic	1000-1710	1350-2200
2900	Air Condition Mechanic	1000-1710	1350-2200
2300	Instrument Mechanic	950-1590	1200-2040
1720	Electrician-cum-Mechanic	950-1590	1200-2040
2200	Mechanic	950-1590	1200-2040
1660	Electrician	865-1450	975-1660
2660	Carpenter	825-1290	950-1500
2300	Machinist	825-1290	950-1500
2600	Pump Operator	825-1290	950-1500
2600	Lift Mechanic	865-1450	975-1660
2660	Fitter	} Grouped among common categories of posts	
2660	Plumber		
2300	Telephone Operator	775-1160	800-1200
2300	Painter	805-1190	825-1250
2300	Compositor	825-1290	950-1500
2300	House Keeper	775-1160	800-1200
2300	Supervisor, Gas Plant	950-1590	1200-2040
2300	Fireman, Gas House	805-1190	825-1250
2300	Gas House Foreman	} 825-1290	950-1500
2200	Glass Blower		
2200	Work Superintendent	} 825-1290	950-1500
1720	Land Supervisor		
2660	Receptionist	} 825-1290	950-1500
2660	Printer		
2300	Steward	} 775-1160	800-1200
2300	Helper		
2600	Cobbler	} 775-1160	800-1200
2040	X-Ray Attender		
1720	Modeller	775-1160	800-1200
1720	Binder	865-1450	975-1660
2200	Marker	825-1290	950-1500
3200		775-1160	800-1200
2300			
1720			
	Posts held by personnel of other Departments :		
	Administrative Officer Grade I	2470-3675	} As in Parent Department/ Common Category
-1660	Finance Officer Grade I	2470-3675	
12200	Administrative Officer Grade II	1830-3425	
	47. Mining & Geology		
5-1660	Director	2825-4095	4200-5300
	Additional Director	2640-3815	3900-5075
5-1720	Deputy Director	2470-3675	3000-5000
	Senior Chemist	1830-3425	2500-4000
	Senior Geologist	1830-3425	2500-4000
	Geologist	1650-3175	2375-3500
	Audit Officer	1450-2825	2060-3200
: will be	Senior Auditor	1220-2150	1520-2660
	Junior Auditor	950-1590	1200-2040

* The ratio of 1 : 3 between Senior Geologist and Geologist will continue.
4/434/93-5A

(1)	(2)	(3)
Junior Chemist	1450-2825	2060-3200
Assistant Geologist	1450-2825	2060-3200
* Assistant Drilling Engineer	1450-2825	2060-3200
Mineral Revenue Inspector	1220-2150	1520-2660
Technical Assistant	1000-1710	1350-2200
Driller Mechanic/Driller (Hr. gr.)	1220-2150	1520-2660
** Driller Mechanic/Driller	1000-1710	1350-2200
Draftsman-cum-Surveyor Grade II	905-1490	1125-1720
Drilling Assistant	825-1290	950-1500
Laboratory Assistant	825-1290	950-1500
Laboratory Attender	775-1160	800-1200
Section Cutter	805-1190	825-1250
<i>Posts held by personnel of other Departments :</i>		
Administrative-cum-Accounts Officer	1830-3425	As in parent cad
48. Motor Vehicles		
Transport Commissioner	I. A. S.	I. A. S.
Joint Transport Commissioner	I. P. S.	I. P. S.
Senior Deputy Transport Commissioner & Secretary, State Transport Authority	} 2825-4095	4200-5300
Senior Deputy Transport Commissioner (Taxes)		2640-3815	3900-5075
Sonal Deputy Transport Commissioner	2470-3675	3000-5000
Regional Transport Officer	1830-3425	2500-4000
Assistant Transport Commissioner	1830-3425	2500-4000
Joint Regional Transport Officer	1590-3050	2200-3500
Joint Regional Transport Officer (Administration)	1590-3050	2200-3500
Assistant Secretary, State Transport Authority	1590-3050	2200-3500
Accounts Officer	1590-3050	Common Category
Senior Superintendent (Accounts)	1370-2640	do.
Motor Vehicles Inspector	1370-2640	2000-3200
Assistant Motor Vehicle Inspector	1050-1830	1400-2300
<i>Posts held by personnel of other departments :</i>		
Senior Administrative Officer	2640-3815	} As in parent cad
Technical Adviser	2640-3815	
Finance Officer Grade I	2470-3675	
Law Officer	2470-3675	
Statistical Officer	1450-2825	
49. Municipal Administration		
Director	2825-4095	4200-5300
Regional Joint Director	2640-3815	3900-5075
Joint Director (Health)	2640-3815	3900-5075
Joint Director	2640-3815	3900-5075
Corporation Commissioner	2470-3675	3000-5000
Special Grade Municipal Commissioner	2470-3675	3000-5000
Municipal Commissioner Grade I	2070-3550	2650-4000
Law Officer	1830-3425	2500-4000
Municipal Commissioner Grade II	1650-3175	2375-3500
Administrative Assistant	1590-3050	Common Category
Provident Fund Officer, Pension Officer	1590-3050	2200-3500
Municipal Commissioner Grade III	1450-2825	2060-3200
Executive Officer, Guruvayur Township	1450-2825	2060-3200
Assistant Municipal Commissioner	1450-2825	2060-3200
Special Officer	1450-2825	2060-3200
<i>Post held by personnel of other Department :</i>		
Finance Officer Grade II	1830-3425	As in parent Department/ Common Ca

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

** Higher grade at 1 : 1 ratio will continue.

(1)	(2)	(3)
Junior Chemist	1450-2825	2060-3200
Assistant Geologist	1450-2825	2060-3200
* Assistant Drilling Engineer	1450-2825	2060-3200
Mineral Revenue Inspector	1220-2150	1520-2660
Technical Assistant	1000-1710	1350-2200
Driller Mechanic/Driller (Hr. gr.)	1220-2150	1520-2660
** Driller Mechanic/Driller	1000-1710	1350-2200
Draftsman-cum-Surveyor Grade II	905-1490	1125-1720
Drilling Assistant	825-1290	950-1500
Laboratory Assistant	825-1290	950-1500
Laboratory Attender	775-1160	800-1200
Section Cutter	805-1190	825-1250
<i>Posts held by personnel of other Departments :</i>		
Administrative-cum-Accounts Officer	1830-3425	As in parent cadre
48. Motor Vehicles		
Transport Commissioner	I.A.S.	I.A.S.
Joint Transport Commissioner	I.P.S.	I.P.S.
Senior Deputy Transport Commissioner & Secretary, State Transport Authority	2825-4095	4200-5300
Senior Deputy Transport Commissioner (Taxes)	2640-3815	3900-5075
Sonal Deputy Transport Commissioner	2470-3675	3000-5000
Regional Transport Officer	1830-3425	2500-4000
Assistant Transport Commissioner	1830-3425	2500-4000
Joint Regional Transport Officer	1590-3050	2200-3500
Joint Regional Transport Officer (Administration)	1590-3050	2200-3500
Assistant Secretary, State Transport Authority	1590-3050	2200-3500
Accounts Officer	1370-2640	Common Category do.
Senior Superintendent (Accounts)	1370-2640	2000-3200
Motor Vehicles Inspector	1050-1830	1400-2300
Assistant Motor Vehicle Inspector		
<i>Posts held by personnel of other departments :</i>		
Senior Administrative Officer	2640-3815	} As in parent cadre
Technical Adviser	2640-3815	
Finance Officer Grade I	2470-3675	
Law Officer	2470-3675	
Statistical Officer	1450-2825	
49. Municipal Administration		
Director	2825-4095	4200-5300
Regional Joint Director	2640-3815	3900-5075
Joint Director (Health)	2640-3815	3900-5075
Joint Director	2640-3815	3900-5075
Corporation Commissioner	2470-3675	3000-5000
Special Grade Municipal Commissioner	2470-3675	3000-5000
Municipal Commissioner Grade I	2070-3550	2650-4000
Law Officer	1830-3425	2500-4000
Municipal Commissioner Grade II	1650-3175	2375-3500
Administrative Assistant	1590-3050	Common Category
Provident Fund Officer, Pension Officer	1590-3050	2200-3500
Municipal Commissioner Grade III	1450-2825	2060-3200
Executive Officer, Guruvayur Township	1450-2825	2060-3200
Assistant Municipal Commissioner	1450-2825	2060-3200
Special Officer	1450-2825	2060-3200
<i>Post held by personnel of other Department :</i>		
Finance Officer Grade II	1830-3425	As in parent Department/ Common Category

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

** Higher grade at 1 : 1 ratio will continue.

	(1)	(2)	(3)
	50. Museum and Zoo		
	Director	2470-3675	3000-5000
	Superintendent (Higher Grade)	1830-3425	2500-4000
	* Superintendent	1650-3175	2375-3500
	Educational Officer	1650-3175	2375-3500
	** Curator Grade-I	1370-2640	2000-3200
	** Curator Grade-II	1050-1830	1400-2300
	* Draftsman Grade-I	1050-1830	1400-2300
	* Draftsman Grade-II	905-1490	1125-1720
	Photographer	1000-1710	1350-2200
	Taxidermist	905-1490	1125-1720
	Guide Lecturer	865-1450	975-1660
	Artist Modeller	865-1450	975-1660
	Operator	825-1290	950-1500
	Garden Supervisor	825-1290	950-1500
	Sergeant	950-1590	Common category
	Blacksmith		
	Mason		
	Carpenter		
	Laboratory Assistant		
	Laboratory Attender	775-1160	800-1200
	Specimen Collector		
	Dark Room Assistant		
	Gallery Assistant		
	Head Gardner	805-1190	825-1250
	Supervisor (Zoo)	825-1290	950-1500
	Gardner	775-1160	800-1200
	Keeper	775-1160	800-1200
	<i>State Chitra Art Gallery</i>		
	Superintendent	1650-3175	2375-3500
	Caretaker Clerk	1000-1710	1350-2200
	Caretaker	865-1450	975-1660
	Guide	865-1450	975-1660
	<i>Post held by Personnel of other Departments</i>		
	Veterinary Surgeon	1450-2825	
	Agricultural Officer	1450-2825	
	Lineman	805-1190	
	Veterinary Assistant	865-1450	As in parent Department
	Head Constable	950-1590	
	Naik	825-1290	
	Lance Naik	825-1290	
	Police Constable	825-1290	
	51. National Cadet Corps (NCC)		
	Director	Defence Service Officer	Defence Service Officer
	Publicity-cum-Liaison Officer	2070-3550	2650-4000
	Administrative Assistant	1590-3050	Common category
	Accounts Officer	1450-2825	2060-3200
	Aero-Modelling Instructor-cum-Store Keeper	1220-2150	1520-2660
	Ship Modelling Mechanic	1000-1710	1350-2200
	Ship Modelling Store Keeper	825-1290	950-1500
	Boat Keeper		
	Aero-Modelling Helper	775-1160	800-1200
	<i>Post Held by Personnel of other Departments</i>		
	Administrative Officer	2640-3815	Common category
	52. National Employment Service		
	Director of Employment & Training	IAS	IAS
	Joint Director of Employment	2640-3815	3900-5075
	Deputy Director	2070-3550	2650-4000
	Divisional Employment Officer	1830-3425	2500-4000
	State Vocational Guidance Officer	1830-3425	2500-4000

* The existing ratio of 1 : 1 between lower and higher grades of Superintendents will continue.
 A ratio of 1 : 1 between Curator Grade-I and Curator Grade-II will continue.

(1)	(2)	(3)	
Employment Officer, Professional and Executive Employment Officer	1830-3425	2500-4000	* Circle Circle
Sub Regional Employment Officer	1830-3425	2500-4000	† Sub I
State Employment Market Information Officer	1830-3425	2500-4000	Assist
District Employment Officer	1590-3050	2200-3500	Head Police
Deputy Chief, University Employment Infor- mation & Guidance Bureau	1450-2825	2000-3200	Armed Res
Employment Officer	1250-2230	1600-2660	Deput
Placement Officer	1220-2150	1520-2660	† Assist
Instructor (Stenography)	1220-2150	1520-2660	Assist
Junior Employment Officer	1220-2150	1520-2660	* Reser
Investigator	1220-2150	1520-2660	Reser
Head Accountant	950-1590	1200-2040	† Reser
Malayalam Translator			Reser
			Havil
			Police
53. National Savings Department			
Director	2640-3815	3900-5075	Women P
Additional Director	2470-3675	3000-5000	* Wom
Deputy Director	1830-3425	2500-4000	Wom
Assistant Director	1590-3050	2200-3500	† Wom
			Wom
			Wom
54. Panchayats			
Director	2825-4095	3200-5300	mour W
Joint Director	2640-3815	3900-5075	* Chic
Special Officer for Panchayat General Elections	2640-3815	3900-5075	† Arm
Deputy Director	2070-3550	2650-4000	Arm
Principal, Training Institute	2070-3550	2650-4000	Arm
District Panchayat Officer	1650-3175	2375-3500	Arm
Administrative Assistant	1650-3175	2375-3500	Account
Deputy Chief Registrar of Births and Deaths	1650-3175	2375-3500	* Rese
Provident Fund Accounts Officer	1650-3175	2375-3500	Rese
Taluk Panchayat Officer	1370-2640	2000-3200	† Rese
Special Grade Executive Officer	1330-2555	1640-2900	Hea
Publicity Officer	1220-2150	1520-2660	† Rese
Extension Officer for Panchayats	1220-2150	1520-2660	Hea
Panchayat Inspector	1220-2150	1520-2660	Car
Provident Fund Examiner	1050-1830	+ Rs. 100 Spl. Pa	Pol
Executive Officer Grade-I	1000-1710	1400-2300	† Rese
		+ Rs. 50 Spl. Pay	Chestra
Executive Officer Grade-II	1830-3425		Hon
Posts held by Personnel of other Departments	1830-3425		Ban
Finance Officer Grade-I	1370-2640		Ord
Law Officer	1050-1830		Hav
Instructor (Training Institute for Local Administration)	950-1590		POL
Overseer Grade-I			†
Junior Statistical Inspector			†
55. Police Department			
Police		IPS CADRE	
Director General of Police			
Inspector General of Police			
Deputy Inspector General of Police			
Superintendent of Police	2640-3815 +	3900-5075	
Local Police	Spl. Pay of Rs. 100	+ Rs. 100 Spl. Pa	
Superintendent of Police (Non IPS)	2640-3815	3900-5075	
Deputy Superintendent of Police (Senior Grade)	1830-3425	2500-4000	
* Deputy Superintendent of Police/Assistant Commissioner			

* 1/4 of posts of Deputy Superintendent of Police/Assistant Commissioner will be in the senior grade.

	(1)	(2)	(3)
* Circle Inspector		1370-2640	2000-3200
Circle Inspector (Hr. Gr.)		1590-3050	2200-3500
† Sub Inspector		1100-2070	1400-2600
Assistant Sub Inspector		1000-1710	1350-2200
Head Constable		950-1590	1200-2040
Police Constable		825-1290	950-1500
<i>Armed Reserve Police</i>			
Deputy Commandant		2640-3815 +	3900-5075
		Spl. pay of Rs. 100	+ Rs. 100 Spl. Pay
† Assistant Commandant		1830-3425	2500-4000
Assistant Commandant (Hr. Gr.)		2640-3815	3900-5075
* Reserve Inspector		1370-2640	2000-3200
Reserve Inspector (Hr. Gr.)		1590-3050	2200-3500
† Reserve Sub Inspector		1100-2070	1400-2600
Reserve Assistant Sub Inspector		1000-1710	1350-2200
Havildar		950-1590	1200-2040
Police Constable		825-1290	950-1500
<i>Women Police</i>			
* Women Inspector		1370-2640	2000-3200
Women Inspector (Hr. Gr.)		1590-3050	2200-3500
† Women Sub Inspector		1100-2070	1400-2600
Women Head Constable		950-1590	1200-2040
Women Police Constable		825-1290	950-1500
<i>Armour Wing</i>			
* Chief Inspector of Arms/Armourer Inspector		1370-2640	2000-3200
Do. Higher Grade		1590-3050	2200-3500
† Armourer Sub Inspector		1100-2070	1400-2600
Armourer Assistant Sub Inspector		1000-1710	1350-2200
Armourer Head Constable		950-1590	1200-2040
Armourer Police Constable		825-1290	950-1500
<i>Mounted Police</i>			
* Reserve Inspector		1370-2640	2000-3200
Reserve Inspector (Hr. Gr.)		1590-3050	2200-3500
† Reserve Sub Inspector		1100-2070	1400-2600
Head Constable			
Carrier Head Constable		950-1590	1200-2040
Police Constable		825-1290	950-1500
Spl. Pay			
Spl. Pay			
<i>Band/Orchestra/Bandman/Bugler</i>			
Honorary Director of Music		1500	1600
		(Fixed pay)	(Fixed pay)
Department			
Bandmaster (S.I.)		1100-2070	1400-2600
Orchestra Inspector (ASI)		1000-1710	1350-2200
Havildar		950-1590	1200-2040
Police Constable		825-1290	950-1500
<i>Motor Transport Unit</i>			
Motor Transport Officer		1830-3425	2500-4000
Motor Transport Inspector		1370-2640	2000-3200
Motor Transport Inspector (HG)		1590-3050	2200-3500
Motor Transport Sub Inspector		1100-2070	1400-2600
Havildar Mechanic		905-1490	1125-1720
Police Constable/Mechanic/Fitter,		825-1290	950-1500
Police Constable, Electrician.			

* 20% of posts will continue to be on the higher grade.

† Will Start at Rs. 1520.

‡ 1/4 of the post of Assistant Commandant will be in the senior grade.

§ Those on the Personal Scale of Rs. 2825-4095 will be given the Scale of Rs. 4200-5300.

(1)	(2)	(3)
<i>Police Driver/Motor Cycle Rider</i>	950-1590	1200-2040
Police Driver Grade-I	825-1290	950-1500
Police Driver Grade-II	950-1590	1200-2040
Motor Cycle Rider Grade-I	825-1290	950-1500
Motor Cycle Rider Grade-II	950-1590	1200-2040
Boat Driver Grade-I	825-1290	950-1500
Boat Driver Grade-II	950-1590	1200-2040
Syrang Grade-I	825-1290	950-1500
Syrang Grade-II	805-1190	825-1250
<i>Boat Lascar</i>		
<i>Armed Police Battalion</i>		
Commandant (Non-IPS)	Spl. pay Rs. 100 2640-3815+	Rs. 100 Spl. pay 3900-5075+
Deputy Commandant	Spl. pay Rs. 100 1830-3425	Rs. 100 Spl. pay 2500-4000
* Assistant Commandant	2640-3815	3900-5075
Assistant Commandant (HG)	1370-2640	2000-3200
† Armed Police Inspector	1590-3050	2200-3500
† Armed Police Inspector (Hr. Gr.)	1100-2070	1400-2600
‡ Armed Police Sub Inspector	1000-1710	1350-2200
‡ Armed Police Assistant Sub Inspector	950-1590	1200-2040
Havildar	825-1290	950-1500
Police Constable		
<i>Range Workshop at M. S. P. and Central Workshop at S. A. P.</i>		
† Motor Transport Inspector	1370-2640	2000-3200
† Motor Transport Inspector (Hr. Gr.)	1590-3050	2200-3500
<i>Police Training College</i>		
Vice Principal	1830-3425	2500-4000
Criminologist	1830-3425	2500-4000
† Armed Police Inspector/Chief Drill Instructor	1370-2640	2000-3200
Do. do. (Hr. Gr.)	1590-3050	2200-3500
Part-time Law Instructor	800 (Honorarium) 1370-2640	875 (Honorarium) 2000-3200
Senior Law Instructor	1100-2070	1400-2600
‡ Drill Instructor/Sub Inspector	1000-1710	1350-2200
Assistant Sub Inspector	950-1590	1200-2040
Head Constable	825-1290	950-1500
Police Constables		
<i>Crime Branch CID</i>		
Superintendent of Police (Non-IPS)	Spl. pay Rs. 100 2640-3815+	Rs. 100 Spl. pay 3900-5075+
* Deputy Superintendent of Police	1830-3425	2500-4000
Do. (Sr. Gr.)	2640-3815	3900-5075
** Detective Inspector	1370-2640	2000-3200
Detective Inspector (Hr. Gr.)	1590-3050	2200-3500
‡ Detective Sub Inspector	1100-2070	1400-2600
Head Constable	950-1590	1200-2040
Police Constable	825-1290	950-1500
<i>Finger Print Bureau</i>		
Director	2640-3815	3900-5075
Deputy Director	2070-3550	2650-4000
† Tester Inspector	1450-2825	2060-3200
Tester Inspector (Hr. Gr.)	1590-3050	2200-3500
Finger Print Expert	1220-2150	1520-2660
Finger Print Searcher	1000-1710	1350-2200
<i>Photographic Section</i>		
Chief Photographer	1450-2825	2060-3200
Photographer	1220-2150	1520-2660
Attender	775-1160	800-1200

* $\frac{1}{4}$ of the posts of Deputy Superintendent of Police will be in the Senior Grade (Ratio 3:1)
 † 20% of the posts will continue to be in the Higher Grade.
 ‡ Will start at Rs. 1520

	(1)	(2)	(3)
	<i>Forensic Science Laboratory</i>		
	Director	2825-4095	4200-5300
	Joint Director	2640-3815	3900-5075
	Assistant Director	1650-3175	2375-3500
	* Assistant Director (HG)	1830-3425	2500-4000
	Scientific Assistant	1450-2825	2060-3200
	Mechanic	950-1590	1200-2040
	Laboratory Technician	905-1490	1125-1720
	Technical Attender	775-1160	800-1200
	<i>Special Branch C. I. D.</i>		
	Superintendent of Police (Non-IPS)	2640-3815+	3900-5075+
	Deputy Commandant	Spl. pay Rs. 100 2640-3815+	Rs. 100 Spl. pay 3900-5075+
	† Deputy Superintendent of Police/ Assistant Commandant	Spl. pay Rs. 100 1830-3425	Rs. 100 Spl. pay 2500-4000
	Do. (Sr. Gr.)	2640-3815	3900-5075
	‡ Inspector of Police	1370-2640	2000-3200
	Inspector of Police (Hr. Gr.)	1590-3050	2200-3500
	§ Sub Inspector of Police	1100-2070	1400-2600
	Asst. Sub Inspector	1000-1710	1350-2200
	Head Constable	950-1590	1200-2040
	Police Constable*	825-1290	950-1500
	<i>Special Branch C. I. D. Ministerial</i>		
	Administrative Assistant	1590-3050	Included in the Common category
	Senior Superintendent	1370-2640	1640-2900
	Senior Grade Assistant	1330-2555	1400-2600
	Assistant Grade-I	1100-2070	1125-1720
	Assistant Grade-II	865-1450	
	<i>Shorthand Bureau</i>		
	Director	1590-3050+	2200-3500+
	† Chief Reporter (Inspector)	Spl. pay Rs. 50 1370-2640	Rs. 50 Spl. pay 2000-3200
	Do. (Higher Grade)	1590-3050	2200-3500
	Reporter Senior Grade	1100-2070	1400-2600
	(Sub Inspector)	1000-1710	1350-2200
	Reporter Grade I (A. S. I.)	950-1590	1200-2040
	Reporter Grade II (H. C.)		
	<i>Police Telecommunication</i>		
	Superintendent of Police	2640-3815+	3900-5075+
	† Deputy Superintendent of Police	Spl. pay Rs. 100 1830-3425	Rs. 100 Spl. pay 2500-4000
	Do. (Senior Grade)	2640-3815	3900-5075
	† Inspector (Telecommunication)	1370-2640	2000-3200
	Do. (Higher Grade)	1590-3050	2200-3500
	§ Sub Inspector (Telecommunication)	1100-2070	1400-2600
	Assistant Sub Inspector (Telecommunication)	1000-1710	1350-2200
	Head Constable Operator	950-1590	1200-2040
	Police Constable (Telecommunication)	825-1290	950-1500
	Draftsman	905-1490	1125-1720
	<i>Police Computer Centre</i>		
	Superintendent of Police (Non-IPS)	2640-3815+	3900-5075+
	† Deputy Superintendent of Police	Spl. pay Rs. 100 1830-3425	Rs. 100 Spl. pay 2500-4000
	Do. (Senior Grade)	2640-3815	3900-5075
	‡ Inspector of Police	1370-2640	2000-3200
	Do. (Higher Grade)	1590-3050	2200-3500

† 1/4 of the posts will be in the Senior Grade (Ratio 3:1)

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

† 1/4 of the post of Deputy Superintendent of Police will be in the Senior Grade (ratio 3:1)

† 20% of the posts will continue to be on the higher Grade.

§ Will start of Rs. 1520.

* 1/2 Post of Assistant Directors will be placed in the higher grade.

‡ The incumbent on the personal scale of Rs. 1100-2070 will be given the corresponding scale of Rs. 1400-2600.

o 3:1)

(1)	(2)	(3)
* Sub Inspector	1100-2070	1400-2600
Head Constable	950-1590	1200-2040
Police Constable	825-1290	950-1500
<i>Railway Police</i>		
Superintendent of Police (Non-IPS)	2640-3815+	3900-5075
† Deputy Superintendent of Police	Spl. pay Rs. 100	Rs. 100 Spl. pay
Do. Senior Grade	1830-3425	2500-4000
‡ Circle Inspector	2640-3815	3900-5075
Do. Higher Grade	1370-2640	2000-3200
* Sub Inspector	1590-3050	2200-3500
Head Constable	1100-2070	1400-2600
Police Constable	950-1590	1200-2040
	825-1290	950-1500
<i>Dog Squad</i>		
* Sub Inspector	1100-2070	1400-2600
Head Constable/Havildar	950-1590	1200-2040
Head Constable	825-1290	950-1500
Police Constable		
<i>Traffic Branch</i>		
† Deputy Superintendent of Police/Assistant Commissioner	1830-3425	2500-4000
Do. (Senior Grade)	2640-3815	3900-5075
‡ Inspector of Police	1370-2640	2000-3200
Do. (Higher Grade)	1590-3050	2200-3500
* Sub Inspectors	1100-2070	1400-2600
Assistant Sub Inspector	1000-1710	1350-2200
Head Constable	950-1590	1200-2040
Police Constable	825-1290	950-1500
<i>Tear Gas Squad</i>		
* Sub Inspector	1100-2070	1400-2600
Head Constable	950-1590	1200-2040
Police Constable	825-1290	950-1500
<i>Ministerial Staff other than those in the Special Branch</i>		
Manager/Accounts Officer (Police Headquarters)	1590-3050	Included under common category
Administrative Assistant		
Manager, District Police Office/City Police Office/Armed Police Battalion Office	1370-2640	
<i>Other Miscellaneous Categories—Technical Executive Staff</i>		
Blacksmith-cum-Tinker P.C.		
Welder P.C.		
Fitter P.C.		
Painter P.C.		
Lathe Operator P.C.		
Tailor P.C.	825-1290	950-1500
Binder P.C.		
Carpenter P.C.		
Mason P.C.		
Ratton Weaver P.C.		
Cinema Operator P.C.		
A/C Mechanic P.C.		
Blacksmith P.C.		
Mechanic P.C.		
<i>Civilian Technical Staff</i>		
Mechanic Grade-I	950-1590	1200-2040

* Will Start at Rs. 1520

† ½th of the posts of Deputy Superintendent of Police will be in the Senior Grade (Ratio 3:1)

‡ 20% of the posts will continue to be on the higher grade.

	(1)	(2)	(3)
	Mechanic Grade-II	805-1190	825-1250
	Electrician		
	Blacksmith		
	Upholsterer		
	Mechinist		
	Carpenter		
pay	Camp Followers	825-1290	950-1500
	Canoeman	805-1190	825-1250
		750-1025	775-1065
		750-1025	775-1065
<i>Posts held by personnel of other Departments</i>			
	Additional Director of Police	2640-3815	As in Parent Dept.
	Prosecution	1640-3815	
	Medico Legal Advisor	1590-3050	
	Liaison Officer	1450-2825	
	Statistical Officer	1830-3425	
	Sports Officer	1370-2640	
	Coach	1250-2230	
	Coach	825-1290	
	L.D. Compiler	1450-2825	
	Assistant Surgeon	1450-2825	
	Veterinary Surgeon	1000-1710	
	Nurse	905-1490	
	Pharmacist	865-1450	
	Livestock Assistant	775-1160	
	Nursing Assistant	750-1025	
	Hospital Attendant Grade-I		
	Hospital Attendant Grade-II		
56. Ports			
	Director	3050-4435	4500-5700
	Port Officer	2825-4095	4200-5300
	Officer-in-charge	2470-3675	3000-5000
	Engineer-in-charge		
	Administrative Assistant	1590-3050	Common category
	P.A. to Port Officer/Purser	1370-2640	2000-3200
under category	Port Conservator/Pier Master/ Reserve Port Conservator	1220-2150	1520-2660
	Warf Supervisor/Assistant	905-1490	1125-1720
	Port Conservator/Cargo		
	Supervisor/Assistant Pier Master/Chief Signaller		
	Light Keeper and Signaller	825-1290	950-1500
	Driver Grade I/Master Grade I	1220-2150	1520-2660
	Driver Grade II/Master Gr. II	950-1590	1200-2040
	Driver Grade III/Master Gr. III/ Assistant Tug Driver/ Assistant Tug Master	825-1290	950-1500
	Tug Clerk	775-1160	800-1200
	Crane Operator	825-1290	950-1500
	Assistant Crane Driver	775-1160	800-1200
	Mechanical Carpenter	805-1190	825-1250
	Oilman	805-1190	825-1250
	Seaman-Cum-Pump Attender		
	Seaman		
	Watchman-cum-Cook	775-1160	800-1200
	Head Watchman		
	Supervisor (Refrigeration)	1330-2555	1640-2900
	* Assistant Engineer (Civil)	1450-2825	2060-3200

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

(1)	(2)	(3)
Draftsman Grade I	1050-1830	1400-2300
Draftsman Grade II	905-1490	1125-1720
Radio Operator	950-1590	1200-2040
Refrigeration Mechanic	905-1490	1125-1720
Mobile Crane Operator	865-1450	975-1660
Assistant Crane Operator-cum-Cleaner/Cook	775-1160	800-1200
Pier Light Keeper Topaz	750-1025	775-1065
<i>Mechanical Engineering Wing</i>		
Chief Mechanical Engineer	2470-3675	3000-5000
Shipwright/Naval Architect	1650-3175	2375-3500
*Assistant Executive Engineer (Mechanical)	2070-3550	2650-4000
Do. Hr. Gr.	1450-2825	2060-3200
†Assistant Engineer/ Head Draftsman	1050-1830	1400-2300
Draftsman Grade I/Chargehand Overseer (Electrical)	1050-1830	1400-2300
Diesel Mechanic Turner	..	Common category
Pier Tindal Assistant Lineman	775-1160	800-1200
<i>Dredging Unit</i>		
Captain/Dredger Master	3050-4435	4500-5700
Dredging Superintendent	2825-4095	4200-5300
Chief Engineer	2825-4095	4200-5300
Officer Class I	2470-3675	3000-5000
Officer Class II	2470-3675	3000-5000
Engineer	2470-3675	3000-5000
Deputy Dredging Superintendent	2070-3550	2650-4000
Engineer-cum-Dredging Master	1590-3050	2200-3500
Officer Class III/Junior Officer	1450-2825	2060-3200
Navigator	1450-2825	2060-3200
Electrical Officer	1220-2150	1520-2660
Engine Driver	1220-2150	1520-2660
Cutter Section Dredger Operator	1220-2150	1520-2660
Greaser	1220-2150	1520-2660
Boat Swain/Syrang-cum-Quarter Master	1050-1830	1400-2300
Electrician	950-1590	1200-2040
Radio Telephone Operator	865-1450	975-1660
Operator-cum-Mechanic	825-1290	950-1500
Welder	805-1190	825-1250
‡ Driver-cum-operator	805-1190	825-1250
Cook-cum-Steward	775-1160	800-1200
Assistant Cook-cum-Steward	750-1025	775-1065
Topaz		

* $\frac{1}{3}$ of the posts will be placed on higher grade.

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

‡ To be treated on par with Driver Grade II under common categories of posts.

57. Printing

	(1)	(2)	(3)
	Director of Printing & Stationery	IAS	IAS cadre
	Superintendent of Government Presses	2470-3675	3000-5000
	Deputy Superintendent of Government Press	2070-3550	2650-4000
	Controller of Forms	1590-3050	2200-3500
	Administrative Assistant	1590-3050	Common category
	Assistant Superintendent	1450-2825	2060-3200
	Manager, P. S. C. Form Store		
	Office Manager	1370-2640	2000-3200
	Publication Assistant		
	District Forms Officer		
	General Foreman		
	Head Reader		
	Head Computer	1330-2555	1640-2900
	Chief Forman (Electrical)		
	Chief Forman (Workshop)		
	Senior Foreman		
	Chief Operator		
	Senior Foundry Foreman	1250-2230	1600-2660
	Workshop Foreman		
	Senior Reader		
	Computing Supervisor		
	Type Store Keeper		
	Electrical Foreman		
	Supervisor		
	Junior Foreman	1220-2150	1520-2660
	Reader Grade I		
	Computer Senior Grade		
	Assistant Foreman		
	Chief Warehouseman		
	Senior Mechanic		
	Senior Carpenter	1100-2070	1400-2600
	Senior Electrician		
	Reader Grade II		
	Computer Grade I		
	Chief Time Keeper		
	Forms Inspector		
	Compositor Senior Grade		
	Binder Senior Grade		
	Printer Senior Grade		
	Mono Super Caster Operator Senior Grade		
	Linotype Operator Senior Grade		
	Mono Type Caster Operator Senior Grade		
	Linotype Operator Senior Grade	1050-1830	1400-2300
	Intertype Operator Senior Grade		
	Mono Key Board Operator Senior Grade		
	Foundry Worker Senior Grade		
	Sterotype Caster Operator Senior Grade		
	Rotaprint Operator Senior Grade		
	Rotaprint Typist Senior Grade		
	Warehouseman Senior Grade		
	Roller Caster Senior Grade		
	Electrician Senior Grade		
	Mechanic		
	Compositor Grade I		
	Printer Grade I		
	Binder Grade I		
	Mono Super Caster Operator Grade I	1000-1710	1350-2200
	Monotype Caster Operator Grade I		
	Linotype Operator Grade I		
	Intertype Operator Grade I		
	Mono Key Board Operator Grade I		
	Foundry Worker Grade I		

(1)	(2)	(3)
Rotaprint Operator Grade I	1000-1710	1950-2200
Rotaprint Typist Grade I		
Warehouseman Grade I		
Technician Grade I		
Electrician Grade I		
Senior Time Keeper		
Assistant Type Store Keeper		
Artist		
Sterotype Caster Operator Grade I		
Roller Caster Grade I		
Linotype Operator Grade II	950-1590	1200-2040
Intertype Operator Grade II		
Mono Key Board Operator Grade II		
Technician Grade I		
Time Keeper		
Rotaprint Typist Grade II	905-1490 ⁺	1125-1720
Engraver-cum-Punch Cutter		
Warehouseman Grade II		
Rotaprint Operator		
Electrician Grade II		
Copy Holder		
Computer Grade II		
Compositor Grade II		
Printer Grade II		
Binder Grade II ⁺		
Assistant Mono Super Caster Operator	845-1370	975-1540
Assistant Type Caster Operator		
Monotype Caster Operator Grade II ⁺		
Foundry Worker Grade II		
Stereotype Caster Operator Grade II		
Technician Grade II		
Mono Mechanic		
Roller Caster Grade II		
Time Assistant		
Assistant Time Keeper		
Galley Pressman Grade I	825-1290	950-1500
Examiner		
Galley Pressman Grade II		
Counter Grade I	805-1190 + Spl. pay Rs. 20	825-1250 + Spl. pay Rs. 20
Packer Grade I		
Helper Grade I	805-1190	925-1250
Lascar Grade I		
Gate Keeper Grade I		
Counter Grade II		
Packer Grade II		
Sweeper Grade I		
Helper Grade II		
Sanitary Worker Grade I		
Gate Keeper Grade II		
Lascar Grade II		
Sweeper Grade II		
Sanitary Worker Grade II		
<i>Posts held by personnel of other Departments :</i>		
Administrative Officer Grade II	1830-3425	As in parent department/ common category
Finance Officer Grade II		
Mechanical & Electrical Engineer		
Labour Welfare Officer		
Security Officer (S. I. of Police)		
Head Constable		
Police Constable		
	1650-3175	
	1370-2640	
	1100-2070	
	950-1590	
	825-1290	

	(1)	(2)	(3)	
<i>Posts in Government Press, Mannanthal :</i>				
	Assistant Superintendent	1450-2825	2060-3200	
900	Supervisor	1330-2555	1640-2900	
	Phototype Setter Grade I.	1050-1830	1400-2300	
	Phototype Setter Grade-II	1000-1710	1350-2200	
	Camera Operator Grade I	1050-1830	1400-2300	
	Retouching Artist Grade II	} 1000-1710	1350-2200	
940	Pasteup Artist Grade II			
	Plate Maker Grade II			
	Grainer	950-1590	1200-2040	
	Offset Printing Machine Operator Grade I	1050-1830	1400-2300	
1720	Offset Printing Machine Operator Grade II	1000-1710	1350-2200	
	Gate Keeper Grade II	} 775-1160	800-1200	
	Sweeper Grade II			
	Scavanger Grade II			
58. Prisons				
	*Inspector General of Prisons	3050-4435	4500-5700	
1540	Deputy Inspector General of Prisons	2640-3815+ Spl. pay Rs. 100	3900-5075+ Spl. pay Rs. 100	
	Superintendent of Central Prisons/Open Prison	} 2470-3675	3000-5000	
	Assistant Inspector General of Prisons			
	Principal, State Institute of Correctional Administration			
	Administration			
1500	Jailor, Central Prison	1830-3425	2500-4000	
150+	Superintendent, District Jail	} 1370-2640	2000-3200	
1. pay	Deputy Jailor, Central Prison			
s. 20	Jailor, Special Sub Jail			
1250	Superintendent, Borstal School	} 1100-2070	1400-2600	
	Assistant Jailor Grade-I			
	Superintendent, Sub Jail			
	Supervisor, Borstal School/Open Prison,			
1200	Lecturer, State Institute of Correctional Administration	1000-1710	1350-2200	
	Assistant Jailor Grade-II	} 905-1490	1125-1720	
	Gate Keeper			
	Chief Warder			
	Chief Petty Officer			
	Ministerial Head Warder	} 905-1490	1125-1720	
	Head Warder			
	Matron Grade-I	1100-2070	1400-2600	
	Matron Grade-II	1000-1710	1350-2200	

* Now the post is held by an I. P. S. Officer.

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(1)	(2)	(3)
*Warder	825-1290	950-1500
Petty Officer	805-1190	825-1250
Female Supervisor, Borstal School for Girls	1050-1830	1400-2300
Graft Teacher	845-1370	975-1540
Female Petty Officer	805-1190	825-1250
Chief Audit Officer	1830-3425	2500-4000
Personal Assistant to Inspector General of Prison	1590-3050	2200-3500
Accounts Officer	1450-2825	2060-3200
Statistical Officer	} 1050-1830	} 1400-2300
Chief Accountant		
Stock Verifier		
Manager		
Welfare Officer Grade I	1830-3425	2500-4000
†Welfare Officer Grade II	1370-2640	2000-3200
P.D. Teacher/Teacher	845-1370	975-1540
Carpentry Foreman	1000-1710	1350-2200
Carpentry Inspector	} 1000-1710	} 1350-2200
Weaving Inspector		
Weaving Assistant		
Agricultural Demonstrator		
Boot Foreman	} 845-1370	} 975-1540
Blacksmithy Instructor		
Tailoring Instructor		
Industrial Instructor		
Physical Training Instructor		
Sweeper-cum-Sanitation Worker	} 775-1160	} 800-1200
Weaver		
Skilled Worker		
Wireman	} 805-1190	} 825-1250
Shoe Maistry		
Nursing Assistant	775-1160	800-1200
Warder Attendant	} 805-1190	} 825-1250
Engine Driver		
Packer Clerk		
<i>Post held by Personnel of other Department</i>		
Administrative Officer Grade I	2470-3675	} As in parent Department
Medical Officer	1830-3425	
Assistant Surgeon	1450-2825	
Pharmacist	905-1490	
Agricultural Officer	1450-2825	
Assistant Drill Instructor	905-1490	
59. Public Relations.		
Director	} 2825-4095	} 4200-5300
Director of Cultural Affairs		
Additional Director	2640-3815	3900-5075
Deputy Director	2470-3675	3000-5000
Accounts Officer	1830-3425	2500-4000
‡Information Officer and equated categories (Higher Grade)	1830-3425	2500-4000
†Information Officer and equated categories	} 1590-3050	} 2200-3500
Chief Photographer		
Assistant Cultural Development Officer/Assistant Editor/Research Officer/Assistant Scrutiny Officer/Designer	1250-2230	1600-2660

*The ratio of promotion between Female Warders and Matron Grade-II will be 4 : 1 and that between Matron Grade-II and Matron Grade-I will be 1 : 1

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

‡The existing ratio of 1 : 1 between higher and lower grades of Information Officer and equated categories will continue. The Chief Photographer will be excluded from the category of Information Officers for implementing the ratio.

	(1)	(2)	(3)
500	Photographer	1220-2150	1520-2660
250	Assistant Information Officer/Translator	1050-1830	1400-2380
300	Artist	1000-1710	1350-2250
540	Photo Artist		
250	Printer	950-1590	1200-2040
600	Motor Cycle Despatch Rider	805-1190	825-1250
200	Adrema Machine Operator		
300	Packer	775-1160	800-1200
	Dark Room Assistant		
60 Public Service Commission			
600	Secretary	2825-4095+	4200-5300
400		Spl. Pay Rs. 300	Spl. Pay Rs. 300
440	Controller of Examinations	2640-3815	3900-5075
200	Joint Secretary		
00	Deputy Secretary	2470-3675	3000-5000
	Controller of Finance		
	Under Secretary	1830-3425	2500-4000
	Section Officer Higher Grade	1590-3050	2200-3500
	* Section Officer	1370-2640	2000-3200
40	Public Relations Officer	1370-2640	2000-3200
	Enquiry Officer		
	Private Secretary to Chairman	1830-3425	2500-4000
	Office Superintendent	1330-2555+	1640-2900+
		Spl. Pay Rs. 50	Spl. Pay Rs. 50
20	† Selection Grade Typist	1330-2555	1640-2900
	† Senior Grade Assistant	1250-2230	1640-2900
10	† Senior Grade Typist	1250-2230	1600-2660
	Sergeant	1100-2070	1400-2600
10	† Assistant Grade I	1000-1710	1350-2200
	† Typist Grade I	1000-1710	1350-2200
	† Assistant Grade II	865-1450	1200-2040
0	† Typist Grade II	865-1450	1125-1720
	Cashier	1250-2230	1640-2900
	Assistant Cashier	865-1450	1200-2040
	<i>Posts held by Personnel of other Departments</i>		
rent	Vigilance and Security Officer	1830-3425	As in parent Department
ment	Deputy Superintendent of Police		
	Sub-Inspector of Police		
	Police Constable		
	Police Constable Driver	825-1290	
61. Public Works Department including Irrigation Department			
0	§ Chief Engineer	3175-4605	5100-5700
5	Deputy Chief Engineer/Superintending Engineer/Director	2825-4095	4200-5300
0	|| Executive Engineer/Design Assistant/Personal Assistant/ Joint Director	2470-3675	3000-5000
0	(Higher Grade)	2640-3815	3900-5075
1	|| Assistant Executive Engineer/Design Assistant/Personal Assistant/ Technical Assistant/Deputy Director	1650-3175	2375-3500
	(Higher Grade)	2070-3550	2650-4000
	** Assistant Engineer/Head Draftsman/Assistant Director/ Junior Designer	1450-2825	2060-3200

* Twenty per cent of the posts of Section Officers will be allowed Higher Grade.

† The existing practice of placing 3rd posts of Senior Grade Typists as Selection Grade Typists will continue.

‡ The existing ratio of 1 : 1 : 1 among Senior Grade, First Grade and Second Grade Assistants/Typists will continue.

§ The seniormost Chief Engineer (PWD) will be given the scale of Rs. 5100-6300.

** Non-graduate direct recruits other than those recruited under Special Recruitment Scheme will be given the scale of pay Rs. 1640-2900 only.

|| 25% of the posts of Executive Engineers and equated posts will be placed on the Higher Grade.

‡ 1/3 of the post of Assistant Executive Engineers and equated posts will be placed on the Higher Grade.

(1)	(2)	(3)	* Assi
Draftsman Grade I/Overseer Grade I/Research Assistant	1050-1830	1400-2300	Assi
Foreman	1050-1830	1400-2300	Plun
Scientific Assistant	1050-1830	1350-2200	For
Work Superintendent Grade I	1000-1710	950-1500	† Ove
Work Superintendent Grade II	825-1290	1200-2040	Sen
Sergeant	950-1590	1200-2040	Ov
Information Assistant	950-1590	1125-1720	Tr
* Draftsman/Overseer Grade II	905-1490	950-1500	He
Tracer/Overseer Grade III	825-1290	950-1500	Lig
Lab Assistant	825-1290	800-1200	Op
Blue Printer	775-1160		Bl
<i>Architectural Wing</i>			Ca
† Chief Architect		5100-5700	M
‡ Deputy Chief Architect		4200-5300	W
§ Architect (Higher Grade)		3000-5000	T
¶ Assistant Architect/Assistant Architectural Engineer/Quantity Surveyor (Higher Grade)		3000-5000	H
Do.		3900-5075	L
¶ Architectural Head Draftsman	1650-3175	2375-3500	C
‡ Draftsman Grade I (Architectural/Estimator)	2070-3550	2650-4000	T.B
Deflector	1450-2825	2060-3200	
Draftsman Grade II (Architectural)			
Tracer	1050-1830	1400-2300	
Artist	950-1490	1200-2040	
Modeler	825-1290	950-1500	
Blue Printer	865-1450	975-1660	
<i>Electrical & Electronics Wing</i>	825-1290	950-1500	
Superintending Engineer (Electrical)	775-1160	800-1200	
§ Executive Engineer (Electrical)	2825-4095	4200-5300	
Executive Engineer (Higher Grade)	2470-3675	3000-5000	
¶ Assistant Executive Engineer (Electrical)**	2640-3815	3900-5075	
Do. (Higher Grade)	1650-3175	2375-3500	
¶ Assistant Engineer (Electrical)	2070-3550	2650-4000	
§ Executive Engineer (Electronics)	1450-2825	2060-3200	
Do. (Higher Grade)	2470-3675	3000-5000	
¶ Assistant Executive Engineer (Electronics)**	2640-3815	3900-5075	
Do. (Higher Grade)	1650-3175	2375-3500	
§ Assistant Engineer (Electronic)	2070-3550	2650-4000	
Overseer/Draftsman Grade I	1450-2825	2060-3200	
Refrigeration Mechanic	1050-1830	1400-2300	
Foreman (Electrical)/Lift Mechanic	1050-1830	1400-2300	
* Overseer/Draftsman Gr. II	950-1590	1200-1240	
Lineman Grade I	905-1490	1125-1720	
Lineman Grade II	825-1290	950-1500	
Helper/Assistant Helper	775-1160	800-1200	
Engineering Assistant (Electronics)	750-1025	775-1065	
Camera Operator-cum-Section-in-charge	1050-1830	1400-2300	
Dark Room Assistant	1000-1710	1350-2200	
Helper (Electrical)	825-1290	950-1500	
<i>Mechanical Wing</i>	775-1160	800-1200	
Chief Engineer		5100-5700	
Deputy Chief Engineer/Superintending Engineer/Director		4200-5300	
§ Executive Engineer	3175-4605	3000-5000	
Do. (Higher Grade)	2825-4095	3900-5075	
† The Seniormost Chief Architect having longer or comparable seniority in service as that of the most Chief Engineer in the Civil Wing of the P.W.D. will be given the scale of Rs. 5100-6	2470-3675		
* The existing ratio of 1 : 1 between Grade II and Grade I posts of Draftsman/Overseer will co	2640-3815		
† The existing ratio of 1 : 5 between Deputy Chief Architect/and Architect will continu			
‡ Non-graduate direct recruits other than those recruited under Special Recruitment f			
¶ will be given the scale of Rs. 1640-2900.			
** The existing ratio of 1:4 between Executive Engineer and Assistant Executive E			
(Electrical/Electronics) will be continued.			
§ 25% of the posts of Architect and equated posts will be placed on the higher grade.			
¶ 1/3 of the posts of Asst. Architect and equated posts will be placed on the higher grade.			

	(1)	(2)	(3)
* Assistant Executive Engineer		1650-3175	2375-3500
Do. (Higher Grade)		2070-3550	2650-4000
Assistant Engineer		1450-2825	2060-3200
Plumbing Inspector		950-1590	1200-2040
Foreman		1050-1830	1400-2300
† Overseer/Draftsman Gr. I (including Foreman/Assistant Foreman)		1050-1830	1400-2300
Senior Mechanic		950-1590	1200-2040
Overseer/Draftsman Grade II (Mech).		905-1490	1125-1720
Tracer		825-1290	950-1500
Heavy Machine Operator		950-1590	1200-2040
Light Machine Operator		825-1290	950-1500
Operator/Mechanic		805-1190	825-1250
Blacksmith			
Carpenter-cum-Blacksmith			
Moulder			
Welder			
Turner		825-1290	950-1500
Hacksaw Operator		825-1290	950-1500
Telephone Operator		775-1160	800-1200
Drill Driver		775-1160	800-1200
Pile Driving Operator		775-1160	800-1200
Grader Operator		775-1160	800-1200
Workshop Assistant		865-1450	975-1660
Pipeline Fitter		805-1190	825-1250
		775-1160	800-1200
Common category			
<i>T. B. Staff</i>			
Steward Grade I		1050-1830	1400-2300
Steward Grade II		825-1290	950-1500
Caretaker		805-1190	825-1250
Butler		775-1160	800-1200
<i>Lift Irrigation</i>			
Pump Operator/Pump Driver		825-1290	950-1500
Assistant Pump Operator		805-1190	825-1250
Pump Cleaner/Canal Watcher		775-1160	800-1200
† Dredger Driver		950-1590	1200-2040
Dredger Operator		950-1590	1200-2040
Driver-cum-Operator		825-1290	950-1500
Roller Cleaner/Lorry Cleaner		775-1160	800-1200
Common category			
<i>Canal and Ferry Staff</i>			
§ Chief Inspector of Boats (A.E.E.)		1650-3175	2375-3500
¶ Inspector of Boats/Dredger Captain/Foreman		1450-2825	2060-3200
Assistant Foreman		1050-1830	1400-2300
Canal Officer		950-1590	1200-2040
Canal Inspector		905-1490	1125-1720
Boat Registration Officer		825-1290	950-1500
Jetty Superintendent		825-1290	950-1500
Boat Syrang		825-1290	950-1500
Motor Boat Syrang/Syrang		825-1290	950-1500
<i>Administrative and Accounts</i>			
Administrative Assistant/Accounts Officer		1590-3050	
Divisional Accountant		1370-2640	Common category
<i>Miscellaneous Staff</i>			
Garden Supervisor		805-1190	825-1250
Boatman		775-1160	800-1200
Gardener		775-1160	800-1200

* $\frac{1}{2}$ of the post of Assr. Executive Engineer will be placed on the higher grade.
 † The existing ratio of 1:1 between Grade I and II post will continue.
 ¶ Non-graduate direct recruits other than those recruited under Special Recruitment scheme will be given the scale of Rs. 1640-2900.
 § Incumbants having higher scales will be given the cadre scale.
 † They will be paid special pay as admissible to Driver Gr. II.

(1)	(2)	(3)	
Attender/Packer	775-1160	800-1200	As
Toll Clerk/Garden Maistry/Worker Grade I	775-1160	800-1200	Pr
Watchman-cum-Cook/Cook-cum-Watchman	775-1160	800-1200	Se
Sweeper-cum-Scavanger/l-B Watcher/Sweeper-cum-cleaner/	750-1025	775-1065	* BI
Worker Grade II/Camp Shed Watcher/Sweeper/Scavanger/			
Maity/Dhoby/Watchman/Lascar/Watcher/Ferryman*	805-1190	825-1250	† D
Staff Absorbed from Defunct Tramway Workshop	775-1160	800-1200	D
Turner/Moulder/Fitter/Machineman/Blacksmith	650-3175	2375-3500	G
Assistant Turner/Assistant Moulder/Assistant Fitter/			
Assistant Machineman/Tool Room Assistant/Time Keeper			
Staff Absorbed from K S E W Ltd.	1650-3175	2375-3500	A
Commercial Manager (A E E)	1450-2825	2060-3200	F
Assistant Works Manager (A E E)	905-1490	1125-1720	I
† Store Officer-I (Assistant Engineer)	825-1290	950-1500	I
Charge hand/D'man Grade II	805-1190	825-1250	I
Welder	805-1190	825-1250	
Office Assistant Grade II	775-1160	800-1200	
Blacksmith/Moulder/Mechanic/Fitter/Miller/Turner/	750-1025	775-1065	
Machinist/Spray Painter/Upholstery Worker	6240-3815	As in parent Department/ Common category	
Hand Painter/Blue Printer/Planner/Rattaner			
Unskilled Worker			
Post held by Personnel of other Departments			
Senior Administrative Officer			
Senior Finance Officer			
Law Officer			
Assistant Law Officer			
Finance Officer Grade I			
Financial Assistant			
Research Officer			
Statistical Officer			
Special Tahsildar			
Special Land Acquisition Officer			
Revenue Inspector			
Surveyor Grade II			
Village Assistant			
Copyist			
62. Registration			
Inspector General of Registration	2825-4095	4200-5300	
Joint Inspector General of Registration	2470-3675	3000-5000	
Deputy Inspector General of Registration	2070-3550	2650-4000	
Assistant Inspector General of Registration (Law)	1650-3175	2375-3500	
Assistant Inspector General of Registration (Chitty)			
District Registrar			
Chitty Prosecuting Inspector			
Senior Grade Sub Registrar			
† Sub Registrar			
Chitty Auditor			
Chitty Inspector			
Cashier			
Binding Supervisor			
63. Rural Development			
Commissioner for Rural Development	I A S Cadre	I A S Cadre	
Additional Commissioner	I A S Cadre	I A S Cadre	
Project Officer, ITDP, Attappady	I A S Cadre	I A S Cadre	
Additional Development Commissioner	2825-4095	4200-5300	
Joint Development Commissioner	2640-3815	3900-5075	
Deputy Development Commissioner	2470-3675	3000-5000	
Co-ordinator (W&CP/DWCRA)	2470-3675	3000-5000	

* The Boat hire charges given to Ferryman will continue to be Rs. 225 p.m. (Vide G.O. No. 64/91/(91)/Fin. dated 22-1-1991)

† Non graduate direct recruits other than these recruited under Special/ Recruitment Scheme will continue given the Scale of Rs. 1640-2900.

‡ The existing ratio of 1 : 3 between Senior Grade Sub Registrar and Sub Registrar will continue

	(1)	(2)	(3)
	Assistant Development Commissioner	1830-3425	2500-4000
	Principal, Extension Training Centre	1830-3425	2500-4000
	Senior Block Development Officer	1590-3050	2200-3500
	* Block Development Officer	1370-2640	2000-3200
	† District Womens Welfare Officer	1650-3175	2375-3500
	District Womens Welfare Officer, Higher Grade	1830-3425	2500-4000
	General Foreman	1590-3050	2200-3500
	Assistant Project Officer, ITDP, Attappady	1370-2640	2000-3200
	Functional Literacy Project Officer	1370-2640	2000-3200
	Lecturer in Home Science	1370-2640	2000-3200
	Extension Officer, IRD	1330-2555	1640-2900
	Extension Officer (Housing) Grade I	1330-2555	1640-2900
	Foreman	1330-2555	1640-2900
	Extension Officer (Women's Welfare, ITDP, Attappady)	1250-2230	1600-2660
	Junior Lecturer in Home Science	1250-2230	1600-2660
	Junior Lecturer in Social Education	1250-2230	1600-2660
	General Extension Officer	1100-2070	1400-2600
	Extension Officer (Housing) Grade II	1100-2070	1400-2600
	Extension Officer (Women's Welfare)	1100-2070	1400-2600
	Training Officer	1050-1830	1400-2300
	Artist-cum-Photographer-cum-Cinema Operator Grade I	1000-1710	1350-2200
	Mechanic	1000-1710	1350-2200
	Electrician	1000-1710	1350-2200
	‡ Village Extension Officer Grade I	950-1590	1200-2040
	‡ Lady Village Extension Officer Grade I	950-1590	1200-2040
	Artist-cum-Photographer-cum-Cinema Operator Grade II	865-1450	975-1660
	Balawadi Teacher	845-1370	975-1540
	‡ Village Extension Officer Grade II	825-1290	950-1500
	‡ Lady Village Extension Officer Grade II	825-1290	950-1500
	Carpenter-cum-Blacksmith Mechanic (Extension Training Centre)	} Common Category of Posts	
	Ayah			750-1025	775-1065
	<i>Posts Held by Personnel of other Departments</i>		
	Superintending Engineer	2825-4095	} As in Parent Department
	Senior Administrative Officer	2640-3815	
	Senior Finance Officer	2640-3815	
	Statistical Officer	2070-3550	
	Finance Officer Grade-II	1830-3425	
	Accounts Officer	1830-3425	
	Internal Audit Officer	1830-3425	
	Chief Officer, Rural Information Bureau	1830-3425	
	Assistant Executive Engineer	1650-3175	
	Lecturer in Agriculture	1650-3175	
	Lecturer in Animal Husbandry	1650-3175	
	Assistant Engineer	1450-2825	
	Junior Lecturer in Animal Husbandry	1450-2825	
	Extension Officer (Animal Husbandry)/ Veterinary Surgeon	1450-2825	
	Junior Lecturer in Agricultural Engineering	} 1450-2825	
	Junior Lecturer in Agriculture Agricultural Assistant (Farm Manager)		

* The existing ratio 3 : 1 between Lower and Senior Grade posts will continue.

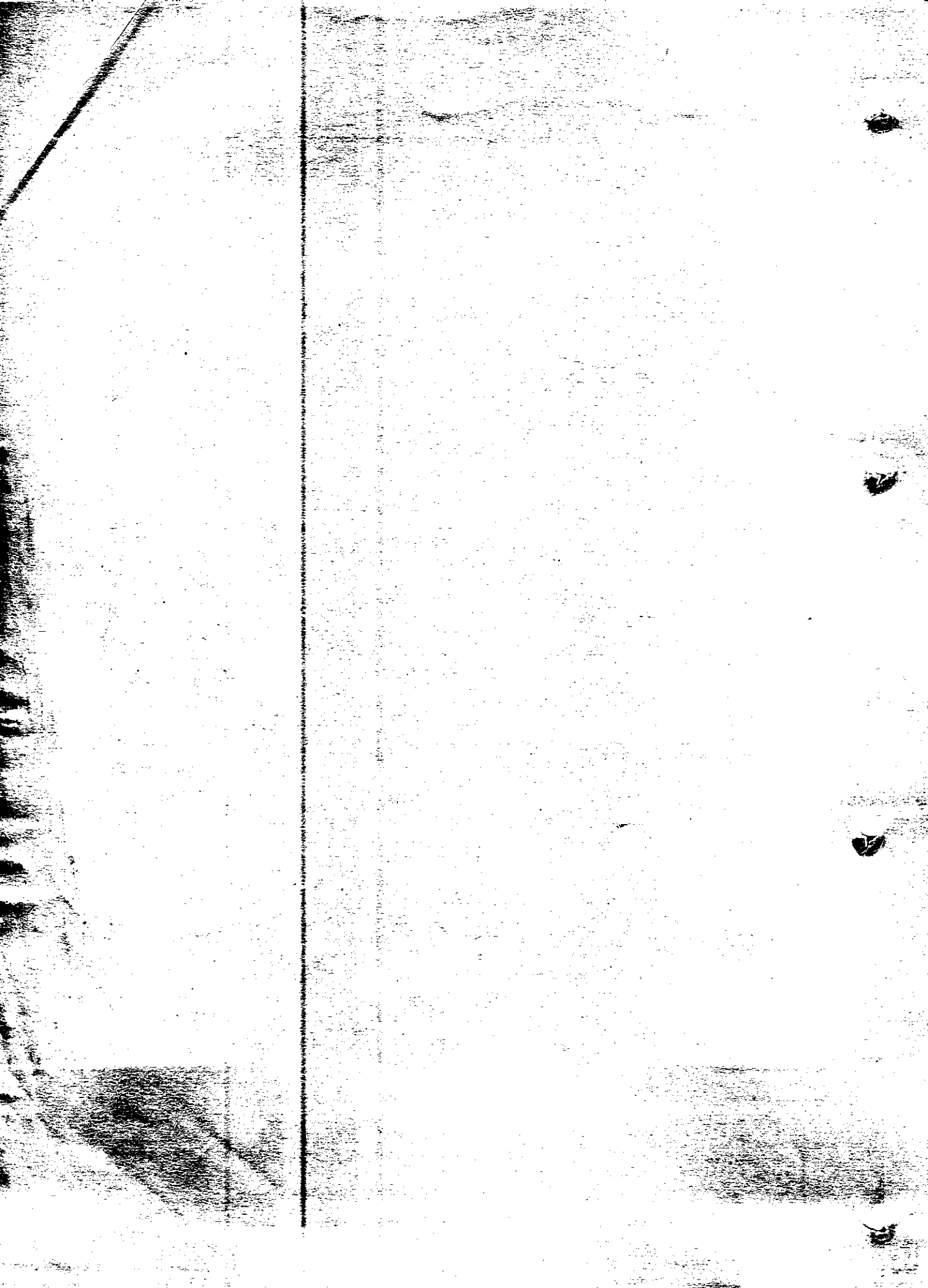
† 20% of the posts or three posts whichever is less will continue to be on higher Grade.

‡ The existing ratios for Higher Grades will continue.

(1)	(2)	(3)
Section Officer	1370-2640	} As in the Parent Department
Supervisor (CARE)	1370-2640	
Lecturer in Co-operation	1370-2640	
Assistant, Senior Grade	1250-2230	
Assistant Grade-I	1000-1710	
Assistant Grade-II	865-1450	
Assistant Campaign Officer	1250-2230	
Statistical Inspector	1220-2150	
Draftsman Grade-I	1050-1830	
Overseer Grade-I	1050-1830	
Demonstrator, Senior Grade	1050-1830	
U.D. Compiler	950-1590	
Extension Officer (Planning & Monitoring)	950-1590	
Demonstrator Grade-I	950-1590	
Overseer Grade-II	905-1490	
Physical Instructor-cum-Librarian	845-1370	
Farm Supervisor	825-1290	
Director, Food Processing and Nutrition Centre, Balussery	2470-3675	
Technical Assistant	950-1590	
Laboratory Attendant	775-1160	
64. Sainik Welfare		
Director	2470-3675	3000-5000
Assistant Director/Zilla Sainik Welfare Officer	1650-3175	2375-3500
Assistant Secretary/Personal Assistant/Manager	1370-2540	2000-3200
Welfare Organiser	950-1590	1200-2040
<i>Posts held by personnel of other Departments:</i>		
Administrative Officer Grade-II	1830-3425	} As in the Parent Department
Section Officer	1370-2640	
Junior Employment Officer	1220-2150	
65. Secretariat		
<i>(a) Government Secretariat</i>		
<i>(i) Administrative</i>		
Chief Secretary	} IAS Cadre	} IAS Cadre
Commissioner & Secretary		
Secretary		
Special Secretary		
Additional Secretary		
* Joint Secretary	2825-4095+ Spl. pay Rs. 300	4200-5300+ Rs. 300 Spl. pay
	2640-3815	3900-5075
* Deputy Secretary	2470-3675	3000-5000
* Under Secretary and Assistant Electoral Officer	} 1830-3425	} 2500-4000
Protocol Officer		
Additional Protocol Officer		
Senior Grade Librarian		
Language Expert	2470-3675	3000-5000
	1830-3425	2500-4000
‡ Section Officer	} (H.G) 1590-3050	} 2200-3500
Cashier		
Chief Reception Officer		
Translator		
Assistant Protocol Officer		
Office Superintendent	1370-2640	2000-3200
	1330-2555+ Spl. pay Rs. 50	1640-2900+ Rs. 50 Spl. pay
Cypher Assistant	1330-2555	1640-2900

* They will be paid Rs. 200 p.m. as Special Pay. The Special pay sanctioned in G.O. (P) 480/89/Fin. dated 1-11-1989 for J.S. and D.S. will be discontinued.

‡ 20% of the post of Section Officers will be in the Higher Grade.



(1)	(2)	(3)
Assistant Engineer	1450-2825	As in Parent Department/ Cadre.
Senior Grade Assistant	1250-2230	
Assistant Grade-I	1000-1710	
Assistant Liaison Officer	1250-2230	
Senior Grade Typist	1250-2230	
Typist Grade-I	1000-1710	
Typist Grade-II	865-1450	
P. A. to Special Representative	865-1450	
Draftsman Grade-II	905-1490	
Chauffeur Grade-II	805-1190	
Motor Cycle Despatch Rider	805-1190	
<i>Science, Technology & Environment Department</i>		
Chairman	3175-4605	5100-5700
Director	3050-4435	4500-5700
Principal, Scientific Officer	2640-3815	3900-5075
Scientific Officer	2470-3675	3000-5000
Research Assistant	1450-2825	2060-3200
Under Secretary	1830-3425	As in parent Department/ Cadre
Assistant Grade-II	865-1450	
Typist Grade-II	865-1450	
Librarian Grade-IV	865-1450		975-1660
<i>Bureau of Public Enterprises</i>		
Secretary	Fixed pay Rs. 4,600 p.m.	Fixed pay Rs. 5,000 p.m.
Assistant Director	1650-3175	2375-3500
Research Officer	1450-2825	2060-3200
Commercial Accountant	1220-2150	1520-2660
Under Secretary	1830-3425	As in Parent Department/ Cadre.
Section Officer	1370-2640	
Senior Grade Assistant	1250-2230	
Assistant Grade-II	865-1450	
Typist Grade-II	865-1450	
<i>Secretariat-Finance</i>		
Commissioner & Secretary	2825-4095†	IAS Cadre
Special Secretary		4200-5300+
Additional Secretary		3900-5075
* Joint Secretary	Spl. pay Rs. 300 2640-3815	Spl. pay Rs. 300 3900-5075
* Deputy Secretary	2470-3675	3000-5000
* Under Secretary	1830-3425	2500-4000
Accounts Officer	1590-3050	2200-3500
Section Officer (HQ)	1590-3050	2200-3500
‡ Section Officer	1370-2640	2500-3200
Personal Assistant	1450-2825	2060-3200
Office Superintendent	1330-2555+	1640-2900+
§ Selection Grade Typist	Spl. pay Rs. 50 1330-2555	Spl. pay Rs. 50 1640-2900
Senior Grade Assistant	1250-2230	1640-2900
Senior Grade Typist	1250-2230	1600-2660

* They will be paid Rs. 200 p.m. as Spl. Pay. The Special Pay sanctioned in G.O. (P) 480/89/F dated 1-11-1989 to J.S. and D.S. will be discontinued.

‡ 20% of the posts of Section Officers will be in the higher grade.

§ The existing practice of placing 1/3 posts of Senior Grade Typist excluding Office Superintendents Selection Grade Typist will continue.

(1)	(2)	(3)
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
† Clerical Assistant Grade-I	845-1370	975-1540
‡ Clerical Assistant Grade-II	805-1190	825-1250
‡ Attender	775-1160	800-1200
<i>Data Processing Centre</i>		
System Analyst-cum-Programming Officer.	2640-3815	} As in the Parent Cadre/ Department: 950-1500
Junior Programming Officer	1450-2825	
Data Entry Operator	865-1450	
Punch Card Operator	825-1290	
<i>Posts held by Personnel of other Departments</i>		
Chief Technical Examiner	3175-4605	} As in Parent Cadre/ Department
Technical Officer	2470-3675	
Executive Engineer		
Assistant Executive Engineer	1650-3175	
Technical Assistant		
Assistant Technical Officer		
Research Officer	1450-2825	} As in Parent Cadre/ Department
Assistant Engineer	1450-2825	
Divisional Accountant	1370-2640	
Senior Reader	1250-2230	
Research Assistant	1220-2150	
U.D. Compiler	950-1590	
(iii) <i>Secretariat—Law</i>		
Law Secretary	4435-5285	As in Parent Cadre/Dept.
Special Secretary (Law)	3175-4605	5100-5700
Additional Secretary	2825-4095+	} 4'00-5300+ Rs. 300 Spl. pay
Additional Secretary	Spl. pay Rs. 300	
Special Officer (Land Reforms)	2825-4095+	
§ Joint Secretary	Spl. Pay Rs. 300	} 3900-5075+ Rs. 200 Spl. pay
§ Deputy Secretary	2640-3815	
§ Under Secretary	2470-3675	} 2500-4000+ Rs. 200 Spl. pay
§ Section Officer (Higher Grade)	1830-3425	
§ Section Officer	1590-3050	} 2000-3200 2200-3500
Librarian	1370-2640	
Senior Tamil Translator (Higher Grade)	1370-2640	} 2000-3200 2200-3500
Senior Kannada Translator (Higher Grade)	1590-3050	

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

† The ratio between Grade-II and Grade-I posts will be 2:1.

‡ The existing ratio of 2:1 between Clerical Assistant and Attender will continue.

§ They will be paid Rs. 200 as Spl. Pay. The Spl. Pay sanctioned in G.O. (P) 480/89/Fin. dated 1-11-1989 to J.S. and D.S. will be discontinued.

¶ 20% of the Section Officers will be placed on the Higher Grade.

(1)	(2)	(3)
Senior Tamil Translator	1370-2640	2000-3200
Senior Kannada Translator	1450-2825	2060-3200
Personal Assistant	1250-2230	1640-2900
* Legal Assistant Grade-I	1000-1710	1350-2200
Legal Assistant Grade-II	1250-2230	1600-2660
Higher Grade Tamil Translator	1000-1710	1350-2200
Higher Grade Kannada Translator	1330-2555+	1640-2900+
Assistant Tamil Translator	Spl. pay Rs. 50	Spl. pay Rs. 50
Assistant Kannada Translator	1330-2555	1640-2900
Office Superintendent	1250-2230	1600-2660
† Typist Selection Grade	1000-1710	1350-2200
Typist Senior Grade	865-1450	1125-1720
Typist Grade-I	1000-1710	1350-2200
† Typist Grade-II	845-1370	975-1540
Librarian Grade-III	805-1190	825-1250
§ Clerical Assistant Grade-I	775-1160	800-1200
§ Clerical Assistant Grade-II		
Attender		
<i>Posts held by Personnel of Other Departments:-</i>		
Deputy Secretary (Suits)	2470-3675	As in para Cadre/Depa ment.
Chauffeur Grade-II	805-1190	
<i>Governor's Secretariat:-</i>		
Secretary to Governor	2470-3675	3000-5000
¶ Deputy Secretary	2470-3675	
Comptroller	1830-3425	2500-4000
Private Secretary to Governor	1830-3425	2500-4000
¶ Public Relations Officer	1830-3425	2500-4000
¶ Under Secretary		
¶ Under Secretary (Tour)	1590-3050	2200-3500
Personal Assistant	1590-3050	2200-3500
Section Officer (Higher Gr.)	1370-2640	2000-3200
** Section Officer	1370-2640	2000-3200
Tour Superintendent	1330-2555	1640-2900
Cypher Superintendent	1330-2555	1640-2900
Cypher Assistant	1250-2230	1640-2900
Selection Grade Typist	1250-2230	1600-2660
†† Senior Grade Assistant	1000-1710	1350-2200
†† Senior Grade Typist	1000-1710	1350-2200
Assistant Grade-I		
Typist Grade-I		

- * The existing ratio of 1:2 between Grade-II and Grade-I Legal Assistant will continue.
- † The existing practice of placing 1/3 posts of Senior Grade Typists (excluding Office Superintendent) as Selection Grade Typist will continue.
- ‡ The existing ratio of 1:1:1 among Senior Grade Grade-I and Grade-II Typists will continue.
- § The ratio between Grade-II and Grade-I posts will be 2:1.
- ¶ The existing ratio of 2:1 between Clerical Assistant and Attender will continue.
- ¶ Incumbant holding the personal scale of 2470-3675 will be given the corresponding revised scale of Rs. 3000-5000.
- ** 20 per cent of the Section Officers will be placed on the higher grade.
- †† 1/3 of the posts of Senior Grade Typists excluding Office Superintendents will continue to be placed in the Selection Grade.
- †† They will be paid Rs. 200 p.m. as Special pay. The Special pay of Rs. 200 sanctioned in G.O. 480/89/Fin. dated 1-11-1989 to D.S. will be discontinued.

(1)	(2)	(3)
• Assistant Grade-II	865-1450	1200-2040
• Typist Grade-II	865-1450	1125-1720
Telephone Operator	865-1450	975-1660
Motor Cycle Despatch Rider	805-1190	825-1250
<i>Governor's Household</i>		
A. D. C. to Governor		LPS
A. D. C. to Governor	2470-3675	As in parent Cadre.
† Additional Private Secretary to Governor	1830-3425	2500-4000
Assistant Private Secretary to Governor	1830-3425	2500-4000
Special Assistant to Governor	1590-3050	2200-3500
Medical Officer	1450-2825	2050-3200
Stenographer Grade-I (Hindi)	1100-2070	1400-2600
Staff Nurse	1000-1710	1350-2200
Typist Grade-I (Hindi)	1000-1710	1350-2200
Pharmacist Grade-II	905-1490	1125-1720
Furniture Clerk		
Head Chauffeur		
Motor Section Clerk	865-1450	975-1660
Garden Supervisor		
Housekeeping Assistant		
Head Butler	805-1190	825-1250
Head Cook		
Head Gardener		
Personal Attender		
Caretaker		
Tailor	775-1160	800-1200
Cook		
Laundry Superintendent		
Head Dhobi		
Nursing Assistant		
Hospital Attendant	750-1025	775-1065
<i>Secretariat—Legislature</i>		
Secretary	4435-5285	As in parent cadre
Additional Secretary	2825-4095+	4200-5500
	Spl. pay Rs. 300	Rs. 300 Spl. Pay.
† Joint Secretary	2640-3815	3900-5075
† Deputy Secretary		
Chief Editor	2470-3675	3000-5000
Estate Officer		
Research Officer		
Deputy Chief Editor	2070-3550	2650-4000
† Under Secretary	1830-3425	2500-4000
Protocol Officer		
Editor of Debates	1830-3425	2500-4000
Librarian	1830-3425	2500-4000
Documentation Officer	1650-3175	2375-3500

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

† The incumbent having the upgrade scale of Rs. 2470—3675 will be given the corresponding scale of Rs. 3000—5000.

† They will be paid Special pay of Rs. 200 p.m. The Special pay sanctioned in G.O. (P) 480/89, Fin. dated 1-11-1989 to J.S. and D.S. will be discontinued.

(1)	(2)	(3)
Deputy Librarian	1590-3050	2200-3500
Section Officer (Higher Gr.)	1590-3050	2200-3500
* Section Officer	1370-2640	2000-3200
Manager-cum-Superintendent	1370-2640	2000-3200
Personal Assistant to Secretary	1370-2640	2000-3200
† Selection Grade Reporter		
† Reporter Grade-I	1330-2555	1640-2900
Assistant Librarian	1330-2555	1640-2900
Office Superintendent	1330-2555 +	1640-2900 +
‡ Selection Grade Typist	Spl. pay Rs. 50 1330-2555	Rs. 50 Spl. pay 1640-2900
Senior Grade Assistant		
Assistant Manager	1250-2230	1640-2900
Senior Grade Typist	1250-2230	1600-2600
Assistant Grade-I	1000-1710	1350-2200
Typist Grade-I	1000-1710	1350-2200
§ Assistant Grade-II		
Assistant Manager	865-1450	1200-2040
Translator		
§ Typist Grade-II	865-1450	1125-1720
† Reporter Grade-II	1050-1830	1400-2300
Catalogue Assistant	1220-2150	1520-2660
Assistant Manager		
Cashier	1000-1710	1350-2200
Telephone Operator	865-1450	975-1660
Head Telephone Operator	1050-1830	1400-2300
Clerical Assistant Grade-I	845-1370	975-1540
Clerical Assistant Grade-II	805-1190	825-1250
Attender	775-1160	800-1200
Photo Copier Operator	825-1290	950-1500
Assembly Attendent	805-1190	825-1250
Library Boy	750-1025	775-1065
Lady Attendent		
Gardner	775-1160	800-1200
Head Waitor	825-1290	950-1500
Waiter	750-1025	775-1065
<i>Post held by personnel of Other Departments</i>		
Chief Marshal (in the grade of Deputy Superintendent of Police/Assistant Commissioner)	1830-3425	} As in the parent Ca Department.
Deputy Chief Marshal	1370-2640	
Marshal Grade-I (in the grade of Sub Inspector of Police)	1100-2070	
Sergeant (in the grade of Head Constable)	950-1590	
Sergeant Assistant (in the grade of Constable)	825-1290	
Personal Assistant to M. L. A.		

* 20 per cent of the Section Officers will be in the Higher Grade.

† The existing ratio of 1:1:1 among Selection Grade-Grade-I and Grade-II Reporters will continue.

‡ The existing practice of placing 1/3 of the post of Senior Grade Typists excluding Office Superintendent in the Selection Grade will continue.

§ The existing ratio 1:1:1 among Senior Grade, Grade-I and Grade-II Assistants/Typists continue.

|| The existing ratio of 2:1 between Clerical Assistants and Attenders will continue. The ratio between grade-II and Grade-I Clerical Assistant Posts will continue to be 2:1.

(1)

(2)

(3)

66. Social Welfare

Director of Social Welfare	2640-3815	3900-5075
Additional Director	2470-3675	3000-5000
Joint Director and Project Manager, WFP	2070-3550	2650-4000
Regional Inspector	1830-3425	2500-4000
Regional Assistant Director	1650-3175+	2375-3500+
Assistant Director	Spl. pay Rs. 100 1650-3175+	Rs. 100 Spl. pay 2375-3500+
District Social Welfare Officer	Spl. pay Rs. 100 1650-3175	Rs. 100 Spl. pay 2375-3500
District Probation Officer Grade-I	1590-3050	2200-3500
Programme Officer	1370-2640	2000-3200
Superintendent, Welfare Institution Grade-I	1370-2640	2000-3200
Child Development Project Officer	1370-2640	2000-3200
Officer-in-charge, Special Employment Bureau for Handicapped	1370-2640	2000-3200
Project Officer, Upgraded Special Nutrition Programme	1370-2640	2000-3200
Superintendent, Government Juvenile Home/ Special Home	1370-2640	2000-3200
Inspector, Special Nutrition Programme	1220-2150	1520-2660
Inspector, W.F.P.	1220-2150	1520-2660
Store-Keeper-cum-Logistics Officer	1220-2150	1520-2660
Superintendent, Welfare Institution Grade-II	1220-2150	1520-2660
Assistant Child Development Project Officer	1220-2150	1520-2660
District Probation Officer Grade-II	1220-2150	1520-2660
Supervisor, Vocational Training Centre	1220-2150	1520-2660
Social Scientist, Vocational Training Centre	1220-2150	1520-2660
Nutritionist	1220-2150	1520-2660
Pre-School Educationist	1220-2150	1520-2660
Health Educationist	1220-2150	1520-2660
Sociologist	1220-2150	1520-2660
Printing Supervisor	1050-1830	1400-2300
Deputy Superintendent-cum-Headmaster Grade-I	1050-1830	1400-2300
Superintendent, Welfare Institution Grade-III	1050-1830	1400-2300
Inspector (Child Welfare)	1000-1710	1350-2200
Deputy Superintendent-cum-Headmaster Grade-II	1000-1710	1350-2200
Carpentry Foreman	1000-1710	1350-2200
Supervisor, ICIDS	1000-1710	1350-2200
Social Education Assistant	1000-1710	1350-2200
Special Teacher	950-1590	1200-2040
Warden, Hostel for working men	950-1590	1200-2040
Warden, Hostel for working Women	865-1450	975-1660
Senior Instructor, Vocational Training Centre		
Care Mother		
Literacy Teacher		
Teacher (Non-Industrial)		
Nursery Teacher		
Craft Instructor		
Music Teacher		
Tailoring Instructor	845-1370	975-1540
Agricultural Instructor		
Agricultural Demonstrator		
Carpentry Instructor		
Weaving Instructor		
Drill Instructor		
Physical Training Instructor		
Dance Master		

the parent department.

will continue office Superintendent

assistants/Typists

The ratio of the present incumbent on the personal scale of Rs. 1650-3175 will be given the revised personal scale of Rs. 2375-3500

(1)	(2)	(3)	
Gramasevika (Defunct Board) Craft Instructor (Defunct Board) Matron Grade I Needle Work Teacher Craft Teacher Craft Instructor House Master Instructor (Book Binding) Instructor (Tailoring & Embroidery) Tailoring Instructor Instructor (Leather Works) Instructor (Plastic Works) Instructor (Pottery)	825-1290	950-1500	* Assa * Soil Fiel Fiel † Fiel Ov Dra Sur Dr Tr W
Electrician-cum-Pump Driver Supervisor, Balamandir	805-1190	825-1250	Soil Survey
Matron Grade II Male Attendant/Male Warden Guard Guard (Female) Head Cook Nurse Nursing Orderly Part Time Hindi Teacher Part Time Music Teacher Part Time Bhagavathar Part Time Tailoring Instructor	775-1160	800-1200	A D A S C I I I
Consultant in Psychiatry Consultant in Paediatrics Consultant in Psychology Part time Medical Officer Part time Medical Officer Part time Medical Officer Part time Medical Officer Honorary Psychiatrist Part time Medical Officer	400	450	
<i>Posts Held by Personnel of Other Departments</i>	1830-3425 1830-3425 1450-2825 1050-1830 1000-1710 950-1590 905-1490	As in parent Department/ Common category of posts	
67. Soil Conservation			
Additional Director of Soil Conservation Joint Director of Soil Conservation Deputy Director of Soil Conservation Assistant Director/District Soil Conservation Officer/ Research Officer	2825-4095 2470-3575 2070-3550 1650-3175	4200-5300 5000-5000 2650-4000 2375-3500	

(1)	(2)	(3)
* Assistant Engineer	1450-2825	2060-3200
* Soil Conservation Officer	1450-2825	2060-3200
Field Assistant (Senior Grade)	1220-2150	1520-2650
Field Assistant (Grade I)	1000-1710	1350-2200
† Field Assistant (Grade II)	955-1450	975-1660
Overseer Grade I	1050-1830	1400-2300
Draftsman Grade I	1050-1830	
Surveyor	905-1490	1125-1720
Draftsman Grade II	905-1490	1125-1720
Tracer	825-1290	950-1500
Work Superintendent	825-1290	950-1500

Soil Survey

Additional Director	2825-4095	4200-5300
Deputy Director	2070-3550	2650-4000
Assistant Director	1650-3175	2375-3500
Senior Chemist	1650-3175	2375-3500
* Soil Survey Officer/Research Assistant/ Cartographer/Technical Assistant	1450-2825	2060-3200
Laboratory Assistant	1000-1710	1350-2200
Laboratory Assistant	950-1590	1200-2040
Blue Printer	775-1160	800-1200

Posts held by personnel of other Departments

Administrative Officer	1830-3425	As in parent Department
Finance Officer	1830-3425	

68. Sports and Youth Affairs

Director of Sports and Youth Affairs		I.P.S.
Deputy Youth Welfare Officer	1590-3050	2200-3500
Sports Officer	1590-3050	2200-3500
† Assistant Youth Welfare Officer	1330-2555	1640-2400
DO (HG)	1370-2640	2000-3200

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

† The ratio among Grade II, Grade I and Senior Grade will continue to be at 5:3:2.

‡ 20% Post will be on the higher grade.

(1)	(2)	(3)
69. State Archives		
Director	2470-3675	3000-5000
Assistant Director	1650-3175	2375-3500
* Conservation Officer	1370-2640	2000-3200
* Editorial Archivist	1370-2640	2000-3200
Archivist	1370-2640	2000-3200
Junior Editor	1330-2555	1640-2900
Assistant Archivist Grade I	1330-2555	1640-2900
Junior Superintendent (Head of Regional Office)	1330-2555	1640-2900
Assistant Conservation Officer	1330-2555	1640-2900
Preservation Supervisor	1220-2150	1520-2660
Assistant Archivist Grade-II	950-1590	1200-2040
Editorial Assistant	950-1590	1200-2040
Photographer	950-1590	1200-2040
Mender	905-1490	1125-1720
70. State Central Library		
State Librarian	2470-3675	3000-5000
Deputy Librarian	1650-3175	2375-3500
Librarian Grade I ✓	1590-3050 ✓	2200-3500 ✓
Librarian Grade II ✓	1330-2555 ✓	1640-2900 ✓
Conservator	1330-2555	1640-2900
Camera Operator-cum-Section-in-charge/ Librarian Grade III ✓	1220-2150	1520-2660 ✓
Technical Assistant	1100-2070 ✓	1400-2600 ✓
Book Preservation Assistant	950-1590	1200-2040
Librarian Grade IV	905-1490	1125-1720
Xerox Operator	825-1290	950-1500
Sergeant		Common category
Janitor	775-1160	800-1200
71. State Insurance		
Director of Insurance	2640-3815	3900-5075
Deputy Director of Insurance	1830-3425	2500-4000
Assistant Director of Insurance/ District Insurance Officer	1590-3050	2200-3500
Inspector	1370-2640	2000-3200
Accounts Officer }		
<i>Post held by personnel of other departments:</i>		
Accounts Officer	1830-3425 }	As in parent department.
Senior Superintendent	1370-2640 }	
Director	2640-3815	3900-5075
Joint Director	2470-3675	3000-5000
Deputy Director	1830-3425	2500-4000

* The incumbents having Personal Scale of Rs. 1650-3175 will be given the revised scale Rs. 2375-3500 [G.O. Ms. 478/90 (61)/Fin dated 27-9-1990.]

(1)

(2)

(3)

72. State Lotteries

* Accountant	1590-3050	2200-3500
District Lottery Officer	1590-3050	2200-3500
Lottery Officer, New Delhi		
Personal Assistant	1450-2825	2060-3200
* Senior Auditor	1370-2640	2000-3200
Assistant District Lottery Officer	1370-2640	2000-3200
Manager	1220-2150	1520-2660
Personal Assistant to Director	1220-2150	1520-2660
Publicity Assistant	1220-2150	1520-2660
† Junior Auditor	825-1290	950-1500
Attender-cum-Packer	775-1160	800-1200
‡ Accounts Officer	1590-3050	2200-3500

Posts held by personnel of other departments

Finance Officer Grade-II	1830-3425	As in parent Department
Publicity Officer	1590-3050	

73. State Planning Board

Member-Secretary	IAS Cadre	IAS Cadre
Chief	3050-4435	4500-5700
Resource Economist Gr. I		
Joint Director (Selection Grade)	2640-3815	3900-5075
Joint Director	2470-3675	3000-5000
Programmer	2470-3675	3000-5000
Transport Economist		
Resource Economist Grade II	2470-3675	3000-5000
Cost Analyst		
Market Analyst		
Engineer (Project Division)		
Agronomist		
Deputy Director	2070-3550	2650-4000
Deputy Director (Plan Co-ordination)		
Plan Publicity Officer		
Deputy District Planning Officer Grade I		
Private Secretary to Vice-Chairman	1830-3425	2500-4000
Deputy District Planning Officer Grade II	1590-3050	2200-3500
Publication Officer		
Administrative Assistant		
Indexing Officer		
Statistician	1450-2825	2060-3200
Assistant Director		
Technical Officer		
Research Officer	1220-2150	1520-2660
Personal Assistant	1000-1710	1350-2200
Research Assistant	825-1290	950-1500
Draftsman		
Telephone Operator		

* Posts filled up by deputation from the Accountant General's Office.

† Posts formerly filled up by deputation from the Accountant General's Office. Now stand filled up by L.D. Clerk and hence revised scale of pay of L. D. Clerk given.

‡ New post.

4/434/93-7

scale

(1)	(2)	(3)
<i>Posts held by personnel of other Departments</i>		
Administrative Officer Grade I	2470-3675 } 1830-3425 } 905-1490 }	As in parent Department/Common category
District Planning Officer		
Senior Grade Librarian		
Librarian Grade IV		
74. Stationery		
Controller	2470-3675	3000-5000
Deputy Controller	1830-3425	2500-4000
Assistant Controller	1590-3050	2200-3500
Inspector of Stationery	1370-2640	2000-3200
Store Keeper	1370-2640	2000-3200
Chief Foreman	1330-2555	1640-2900
Mechanical Foreman	1250-2230	1600-2660
Assistant Foreman	950-1590	1200-2040
Asst. Store-Keeper (UD)	950-1590	1200-2040
Mechanic Grade-I	825-1290	950-1500
Asst. Store-Keeper (LD)	825-1290	950-1500
Mechanic Grade-II	775-1160 }	800-1200
Packer		
Store Assistant		
Store Attender		
75. Scheduled Caste development		
Director	IAS Cadre	IAS
Additional Director	2640-3815	3900-5075
Joint Director/Vigilance Officer	2470-3675	3000-5000
Deputy Director	2070-3550	2650-4000
District Development Officer	1830-3425 }	2500-4000
Special Officer		
Colonisation Administrator	1370-2640	2000-3200
Chief Publicity Officer	1650-3175	2375-3500
Chief Industrial Supervisor	1370-2640	2000-3200
Taluk Development Officer	1370-2640	2000-3200
Personal Asst. to Dist. Devpt. Officer	1220-2150 }	1520-2660
Block Extension Officer		
Asst. Publicity Officer	1450-2825	2060-3200
Instructor in Stenography	950-1590	1200-2040
Information Assistant	1330-2555	1640-2900
Industrial Supervisor	1220-2150	1520-2660
Manager (show room)	1000-1710	1350-2200
Supervisor	950-1590 }	1200-2040
Assit. Inspector of Training/Training Superintendent		
Instructor	825-1290	950-1500
Part-time Sewing Mistress	805-1190	825-1250
Nursery School Teacher	845-1370	975-1540
Steward	825-1290	950-1500
Warden (Higher Grade)	950-1590	1200-2040
Warden	825-1290	950-1500
<i>Post held by Personnel of Other Departments</i>		
Chief Planning Officer	2640-3815	As in the parent Department/Common Category of posts
Administrative Officer Grade-I	2470-3675	
Finance Officer Grade-I	2070-3550	
Principal, Pre-Examination Training Centre	1450-2825	
Lecturer	1450-2825	
Research Officer	1220-2150	
Research Assistant	950-1590	
U. D. Compiler	825-1290	
L. D. Compiler	1050-1830	
Junior Co-operative Inspector	1050-1830	
Revenue Inspector	950-1590	
Field Assistant		

(1)

(2)

(3)

76. Scheduled Tribe Development

Director	IAS Cadre	IAS Cadre
Joint Director	2470-3675	3000-5000
Deputy Director	2070-3550	2650-4000
Project Officer	2070-3550	2650-4000
Assistant Director (Education)	1650-3175	2375-3500
Publicity Officer	1650-3175	2375-3500
Tribal Development Officer	1650-3175	2375-3500
Personal Assistant to Tribal Development Officer	1370-2640	2000-3200
Asst. Project Officer	1370-2640	2000-3200
Special Officer, Tribal Collective Farm, Vattanchira	1650-3175	2375-3500
Special Extension Officer	1330-2555	1640-2900
Industrial Supervisor	1330-2555	1640-2900
Welfare Officer	1220-2150	1520-2660
Tribal Extension Officer		
Supervisor	1000-1710	1350-2200
Nursery School Teacher	845-1370	975-1540
Teacher-cum Warden		
Warden/Instructor	825-1290	950-1500
Record Keeper	805-1190	825-1250

Posts held by personnel of other Departments

Administrative Officer Grade-I	2470-3675	As in parent Dept.
Finance Officer Grade-II	1830-3425	
Research Officer	1450-2825	
Medical Officer	1450-2825	
Veterinary Surgeon		
Assistant Engineer		
Junior Agricultural Officer	1250-2230	
Medical Officer		
Extension Officer (Women's Welfare)		
Extension Officer (Co-opn.)	1220-2150	
Junior Employment Officer		
Research Assistant		
Overseer		
Pharmacist Grade-I		
Pharmacist Grade-II		
Midwife (Lady Health Worker Grade II)		
Pharmacist Grade-II		
Lady Extension Officer		
U.D. Compiler		
L.D. Compiler	950-1590	
Assistant Director (Sub Plan Cell)	825-1290	
Special Officer (Education)	1650-3175	
	1450-2825	

77. Tourism

Director	IAS Cadre	IAS Cadre
Additional Director	2640-3815	3900-5075
Joint Director	2470-3675	3000-5000
Deputy Director	1830-3425	2500-4000
* Manager Grade I (Higher Grade)	1590-3050	2200-3500
* Manager Grade I	1370-2640	2000-3200
Public Relations Officer	1450-2825	2060-3200
Superintendent, Government Gardens(Curator)		

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

(1)	(2)	(3)
Tourist Information Officer	1370-2640	2000-3200
Personal Assistant to Director		1400-2300
Inspecting Officer	1050-1830	1400-2300
Chief Accountant		
Tourist Officer	1050-1830	1400-2300
Guide		
Receptionist	950-1590	1200-2040
Information Assistant		
Courier	950-1590	1200-2040
Manager Grade II		
Projectionist	825-1290	950-1500
† Telephone Operator (Hr.Gr)		
Manager Grade III	865-1450	975-1660
† Telephone Operator		
Steward	805-1190	825-1250
‡ Chauffeur Grade I	950-1590	1200-2040
‡ Chauffeur Grade II		
‡ Head Mechanic	825-1290	950-1500
Electrician		
Mechanic	825-1290	950-1500
Auto Electrician		
Garden Supervisor	825-1290	950-1500
A. C. Mechanic-cum-Electrician		
Boat Driver	805-1190	825-1250
Boat Syrang		
Plumber	805-1190	825-1250
Caretaker/Butler		
Cook Grade-I	775-1160	800-1200
Cook Grade-II		
Gardener	775-1160	800-1200
Waiter		
Room Boy	775-1160	800-1200
<i>Posts held by Personnel of other Departments</i>		
Administrative Officer Grade-I	2470-3675	As in the parent Department
Finance Officer Grade-I		
Administrator	1650-3175	As in the parent Department
Assistant Executive Engineer (Mechanical)		
Assistant Executive Engineer (Civil)	1650-3175	As in the parent Department
Research Officer	1450-2825	
Overseer (Civil)	1050-1830	As in the parent Department
U. D. Compiler	950-1590	
L. D. Compiler	825-1290	As in the parent Department
Lineman	805-1190	
Plumber		
<i>Kerala House, New Delhi</i>		
Controller	1590-3050	2200-3500
Catering Supervisor		950-1590	1200-2040
Steno Typist	825-1290	950-1500
Telephone Operator		
Supervisor, House Keeping	825-1290	950-1500
Reception Assistant		
Store Keeper	825-1290	950-1500
Steward		
Protocol Assistant	825-1290	950-1500

† Ratio between Higher grade and Lower grade is 1 : 1.
 ‡ The existing ratio between grade I and grade II is 1 : 1 will be continue.

(1)

(2)

(3)

(1)	(2)	(3)
Plumber	750-1025	775-1065
Cook		
Chauffeurs		
Peon/Messenger		
Electrician		
Lift Operator		
Bearer		
Gardener		
Sweeper		
Room Attendant		
Kitchen Helper		
Chowkidar		
Helper to Electrician		
Helper to Plumber		

Posts held by Personnel of other Departments

Under Secretary	1830-3425	As in Parent Department
Protocol Officer		
Section Officer		
Head Clerk		

76. Town Planning

Chief Town Planner	3175-4605	5100-5700
Senior Town Planner	2825-4095	4200-5300
Town Planner	2470-3675	3000-5000
* Town Planner (Higher Grade)	2640-3815	3900-5075
Junior Town Planner	1650-3175	2375-3500
† Junior Town Planner (Higher Grade)	2070-3550	2650-4000
Regional Geographer	2470-3675	3000-5000
Econometrician	2470-3675	3000-5000
Administrative Assistant	1590-3050	2200-3500
Research Associate	1450-2825	2060-3200
Junior Engineer/ Architectural Head Draftsman/ Assistant Town Planner Head Draftsman	1450-2825	2060-3200 ‡
Photographer-cum-Commercial Artist		
§ Artist		
Draftsman Grade-I		
¶ Draftsman Grade-II	1050-1830	1400-2300
Tracer	905-1490	1125-1720
Town Planning Surveyor Grade-I	825-1290	950-1500
|| Town Planning Surveyor Grade-II	1050-1830	1400-2300
Blue Printer	905-1490	1125-1720
	775-1160	800-1200

Posts held by personnel of other Departments

Deputy Director (Statistics)	2070-3550	As in parent Cadre Department
Economist-cum-Publicity Assistant		
Research Officer		
Statistical Inspector Research Assistant		
Upper Division Compiler	950-1590	
Investigator		
Lower Division Compiler		
Investigator	825-1290	

* 25% of the post will be on the higher grade.

† ‡ of the total posts will be placed in the higher grade.

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

§ Included among Common Categories of Posts

|| The existing ratio of 1:1 between Grade-I and Grade-II posts will continue.

(1)	(2)	(3)
-----	-----	-----

79. Treasuries

Director	2825-4095	4200-5300
Joint Director	2470-3675	3000-5000
Deputy Director	2070-3550	2650-4000
Assistant Director	1830-3425	2500-4000
District Treasury Officer	1830-3425	2500-4000
Assistant District Treasury Officer	1590-3050	2200-3500
Personal Assistant	1450-2825	2060-3200
Sub Treasury Officer	1370-2640	2000-3200
Assistant Treasury Officer	1370-2640	2000-3200
Officer In Charge of Stamp Depot	1220-2150	1520-2660
Passing Officer (Savings Bank)	1220-2150	1520-2660
Bradma Supervisor	1050-1830	1400-2300
Selection Grade Accountant	950-1590	1200-2040
Senior Accountant	950-1590	1200-2040
Treasurer	825-1290	950-1500
Junior Accountant	825-1290	950-1500
Comptometer Operator	825-1290	950-1500
Leave Reserve Junior Accountant	805-1190	825-1250
Stamp Examiner		

80. University Appellate Tribunal

University Appellate Tribunal	3175-4605	5100-5700
Secretary	1370-2640	2000-3200

81. Vigilance

Director of Vigilance Investigation
 Legal Adviser
 Additional Legal Adviser
 Manager

I. P. S.
 Cadre
 2640-3815
 2470-3675
 1650-3175

I. P. S.
 Cadre
 3900-5075
 3000-5000
 2375-3500

Posts held by personnel of Police Department

Inspector General of Police
 Deputy Inspector General of Police
 Superintendent of Police

Superintendent of Police
 (Non I. P. S.)
 Deputy Superintendent of Police
 Inspector of Police
 Sub Inspector of Police
 Head Constable/Havildar Driver
 Head Constable/Police Driver

2640-3815+
 Spl. pay Rs. 100
 1830-3425
 1370-2640
 1100-2070
 905-1490
 825-1290

As in Police Department

As in Police Department

Posts held by personnel of other Departments

Accounts Officer
 Assistant Executive Engineer

1830-3425
 1650-3175

As in common category/parent Department

(1)

(2)

(4)

62. Vigilance Tribunal

*Vigilance Tribunal	3175-4605	5100-5700
†Manager	1590-3050	2200-3500
Court Assistant	1250-2230	} As in percat Cadre/ Department
Assistant Grade-I	1000-1710	
Assistant Grade-II	865-1450	
Typist Grade-II	865-1450	

63. Water Transport

Director	2470-3675	3000-5000	
Works Manager	1650-3175	2375-3500	
Administrative Assistant	1590-3050	} Common Category	
Senior Superintendent (Audit)	1370-2640		
Traffic Superintendent	1370-2640		
† Station Master Grade I	1050-1830		
Station Master Grade II	950-1590		
Checking Inspector	950-1590		
Checker	905-1490		
Boat Master	} 865-1450		975-1660
Syrang Driver			
Lascar Grade I	825-1290		950-1500
Lascar Grade II	805-1190	825-1250	
Deckman	805-1190	825-1250	
Oil Supplier	400 p.m.	450 p.m.	
Foreman	1220-2150	1350-2660	
Time-Keeper	950-1590	1200-2040	
Chargeman	1050-1830	1400-2300	
Smithy Chargeman	1050-1830	1400-2300	
Mechanic Grade I	1000-1710	1350-2200	
Mechanic Grade II	865-1450	975-1660	
Carpenter Maistry	950-1590	1200-2040	
Assistant Carpenter Maistry	825-1290	950-1500	
Carpenter	805-1190	825-1250	
Caulker-Moopen	825-1290	950-1500	
Caulker	805-1190	825-1250	
Fitter Grade I	950-1590	1200-2040	
Fitter Grade II	825-1290	950-1500	
Blacksmith Grade I	950-1590	1200-2040	
Blacksmith Grade II	825-1290	950-1500	
Armature Winder	865-1450	975-1660	
Battery Charger	825-1290	950-1500	
Fuel Pump Mechanic	1000-1710	1350-2200	
Painter	805-1190	825-1250	
Upholsterer	825-1290	950-1500	
Moulder	865-1450	975-1660	
Pattern Maker	865-1450	975-1660	
Pump Operator	775-1160	800-1200	
Booking-Clerk	825-1290	950-1500	
Machinist	805-1190	825-1250	
Electrician/Welder/Turner/Fitter/Blacksmith		Common Category	
Machine Operator	805-1190	825-1250	
Cooly Worker	750-1025	775-1065	

† The ratio between Grade I and Grade II posts will be 1: 4

† The incumbent having the personnel scale of Rs. 1590-3050 will be given the revised scale of Rs. 2200-3500.

* The incumbent having the personnel scale of Rs. 4435-5285 will be given the revised scale of Rs. 5100-6300.

(1)	(2)	(3)
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84. Weights & Measures

Controller	2640-3815	3900-5075
Deputy Controller	2070-3550	2650-4000
Assistant Controller	1650-3175	2375-3500
* Senior Inspector	1370-2640	2000-3200
Senior Inspector (HG)	1590-3050	2200-3500
† Technical Assistant	1220-2150	1520-2660
Inspector		
Inspecting Assistant	865-1490	975-1660

LOCAL BODIES

85. Municipal Common Service

*Municipal Common Service
Office and Revenue:*

Deputy Commissioner	2070-3550	2650-4000
Personal Assistant to the Commissioner	1450-2825	2060-3200
Revenue Officer	1450-2825	2060-3200
Accounts Officer	1450-2825	2060-3200
Secretary to Council	1450-2825	2060-3200
Revenue Officer Grade II	1330-2555	1640-2900
Superintendent	1220-2150	1520-2660
Chief Accountant		
Assistant Revenue Officer		
Manager		
Fair Copy Superintendent		
Head Clerk	1050-1830	1400-2300
Revenue Inspector		
Manager (Relief Settlement)		
Manager (Poor Home)	950-1590	1200-2040
Steward	950-1590	1200-2040
Legal Assistant	950-1590	1200-2040
Senior Grade Typist	1050-1830	1400-2300
Upper Division Typist	950-1590	1200-2040
Lower Division Typist	825-1290	950-1500
Upper Division Clerk/Accountant	950-1590	1200-2040
Manager (Relief Settlement)		
Lower Division Clerk	825-1290	950-1500
Bill Collector		
Poor Home Manager Gr. I		
Senior Grade Confidential Assistant	1330-2555	1640-2900
Confidential Assistant Gr. I	1100-2070	1400-2600
Confidential Assistant Gr. II	865-1450	975-1660

* 20 percent of the posts will continue to be on higher grade

† To be grouped among Inspectors.

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(1)	(2)	(3)
Fee Collector Store Clerk Counter Clerk Checkpost Inspector Bus-Stand Superintendent Beggar Home Superintendent Assistant Steward Store Keeper-cum-Clerk Store Keeper-cum-Clerk (FT)	825-1290	950-1500
Market Superintendent	805-1190	825-1250
Duffadar Mochee PBX Operator Telephone Attender Attender (Stores) Clerical Attender Library Attender Bill Collector-cum-Lift Attender Warder (Poor Home)	775-1160	800-1200
Peon Watchman Bradma Operator Helper Sweeper Caretaker	750-1025	775-1065
<i>Engineering & Town Planning</i>		
Corporation Engineer Town Planning Officer Project Engineer Municipal Engineer	2470-3675	3000-5000
Assistant Executive Engineer Municipal Engineer	1650-3175	2375-3500
Assistant Engineer Town Planning Officer Grade II Asst. Town Planning Officer Municipal Engineer	1450-2925	2060-3200 *
Special Surveyor Public Works Overseer Gr. I Draftsman Grade I Water Works Inspector Gr. I Foreman Grade I	1050-1830	1400-2300
Metre Inspector	1000-1710	1350-2200
Town Planning & Building Inspector	950-1590	1200-2040
Surveyor Electrical Superintendent	905-1490	1125-1720
P.W. Overseer Grade II Draftsman Grade II Water Works Inspector Town Planning Surveyor Electrical Overseer	865-1450	975-1660
Driver Grade I		

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

(1)	(2)	(3)
* Driver Grade II Tractor Driver	805-1190	825-1250
Night Soil Treatment Plant Operator Furnace Operator Water Works Operator	865-1450	975-1660
Lorry Overseer Tracer-cum-Blue Printer Meter Mechanic Grade-I Chief Mechanic Revenue Surveyor Light Superintendent Works Superintendent Meter Reader	825-1290	950-1500
Electrician Plumber Road Roller Driver Switch Board Attender Driver (Mini Mixer) Mechanic Motor Mechanic	805-1190	825-1250
Meter Mechanic Grade II Lighting-Superintendent Pipe Line Fitter Fitter Workshop Welder Blacksmith Sewage Plant Operator Fitter	775-1160	800-1200
Operator Mechanic Turn Cock Lascar Mixer Operator Motor Mechanic Road Roller Cleaner Lineman Fitter	775-1160	800-1200
Foreman Lineman Chainman Welder Fitter	750-1025	775-1065
Health: Health Officer Grade I Health Officer Grade II T. B. Specialist	2470-3675 1830-3425 1830-3425	3000-5000 2500-4000 2500-4000
Health Officer Grade III Assistant Health Officer (Corporation) Medical Officer Veterinary Surgeon † Medical Officer Ayurveda † Homoco Medical Officer	1450-2825	2060-3200

* The existing ratio of 2:1 between Lower and Higher grade Drivers will continue.

† The revised scale is admissible only to directly recruited graduate Medical Officers. Other be given the scale of pay of Rs. 1640-2900. MBBS and BDS graduates will start at Rs.

	(1)	(2)	(3)
Health Supervisor		1370-2640	2000-3200
Health Inspector Grade I		1220-2150	1520-2660
Assistant Entomologist		1220-2150	1520-2660
Health Inspector Grade II		1050-1830	1400-2300
Junior Health Inspector Grade I		1000-1710	1350-2200
Junior Health Inspector Grade II		845-1370	975-1540
Staff Nurse		1000-1710	1350-2200
Public Health Nurse		905-1490	1125-1720
Junior Public Health Nurse Grade II		845-1370	975-1540
Radiographer		905-1490	1125-1720
Nurse		905-1490	1125-1720
Laboratory Technician		905-1490	1125-1720
Pharmacist Grade I		1000-1710	1350-2200
Pharmacist Grade II		905-1490	1125-1720
Pharmacist (Ayurveda) Compounder	}	825-1290	950-1500
Sanitary Maistry Lady Assistant Nursing Orderly Lascar Cleaner Laboratory Assistant Mazdoor Mosquito Control Maistries & Workers	}	775-1160	800-1200
Female Attendant Drainage Maistry Attendant Laboratory Attender	}	750-1025	775-1065
<i>Miscellaneous</i>			
Librarian Grade I		1590-3050	2200-3500
Librarian Grade II		1330-2555	1640-2900
Librarian Grade III		1000-1710	1350-2200
Librarian Grade IV		905-1490	1125-1720
Assistant Curator		1000-1710	1350-2200
Sergeant		950-1590	1200-2040
Nursery School Teacher		845-1370	975-1540
Librarian		825-1290	950-1500
Park Superintendent		825-1290	950-1500
Garden Superintendent		825-1290	950-1500
Gardener		775-1160	800-1200
Library Attender		775-1160	800-1200
Cook Room Boy Library Servant Ayah Teacher	}	750-1025	775-1065
		Rs. 250 (Consolidated)	Rs. 300 (Consolidated)

(1)	(2)	(3)
36. Panchayat Common Service		
<i>Panchayat Common Service</i>		
* Medical Officer	1450-2825	2060-3200
† Assistant Engineer	1450-2825	2060-3200
Overseer Grade I	1050-1830	1400-2300
Overseer Grade II	905-1490	1125-1720
Work Superintendent	825-1290	950-1500
Junior Superintendent	1220-2150	1520-2660
Head Clerk	1050-1830	1400-2300
U.D. Clerk	950-1590	1200-2040
L.D. Clerk	825-1290	950-1500
Full Time Librarian Gr. I	1050-1830	1400-2300
Full Time Librarian Gr. II	1000-1710	1350-2200
Full Time Librarian Gr. III	950-1590	1200-2040
Full Time Librarian Gr. IV	825-1290	950-1500
Nursery School Teacher	845-1370	975-1540
Junior Bill Collector	775-1160	800-1200
Ayah	775-1160	800-1200
Peon	750-1025	775-1065
Sanitary Inspector Higher Gr.	1000-1710	1350-2200
‡ Sanitary Inspector	950-1590	1200-2040
Pharmacist	905-1490	1125-1720
Nurse	905-1490	1125-1720
Midwife	845-1370	975-1540
Auxilliary Nurse-cum-Midwife	825-1290	950-1500
Tractor Driver		
Driver	805-1190	825-1250
Driver-cum-Peon	775-1160	800-1200
Nursing Assistant	750-1025	775-1065
Sanitary Maistry		

87. Medical Council, Nurses & Midwives Council and Dental Council

Registrar	1830-3425	2500-4000
Manager	1370-2640	2000-3200
Junior Superintendent	1220-2150	1520-2660
Upper Division Clerk	950-1590	1200-2040
Lower Division Clerk	825-1290	950-1500
Steno-Typist	1100-2070	1400-2600
Clerk-Typist	825-1290	950-1500
Attendant	750-1025	775-1065
Watcher	750-1025	775-1065

88. Kerala State Pharmacy Council

Manager	1220-2150	1520-2660
U.D. Typist	950-1590	1200-2040
L.D. Clerk	825-1290	950-1500
Record Attender	805-1190	825-1250
Peon	750-1025	775-1065

* MBBS/BDS holders will start at Rs. 2,180.

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

‡ The existing ratio 2:1 between Sanitary Inspector and Sanitary Inspector (Higher Grade) will continue

(1)	(2)	(3)
89. Regional Engineering College, Calicut		
Administrative Assistant	1590-3050	2200-3500
Resident Medical Officer/Lady Medical Officer	2070-3550	2650-4000
Health Inspector	1050-1830	1400-2300
Staff Nurse	1000-1710	1350-2200
Pharmacist	905-1490	1125-1720
Laboratory Technician Gr. II	865-1450	975-1660
Sanitary Lascar	775-1160	800-1200
Hostel Manager	1590-3050	2200-3500
Senior Steward	1220-2150	1520-2660
U. D. Steward	950-1590	1200-2040
L. D. Steward	825-1290	950-1500
Matron (L. H.)		
Manager-cum-Receptionist	1050-1830	1400-2300
Cook-cum-Butler	775-1160	800-1200
Bearer-cum-Room Boy	775-1160	800-1200
Librarian Grade II	1330-2555	1640-2900
Librarian Grade III	1220-2150	1520-2660
Librarian Grade IV	905-1490	1125-1720
Assistant Executive Engineer	1650-3175	2375-3500
Assistant Engineer	1450-2825	2060-3200*
Overseer Grade I	1050-1830	1400-2300
Workshop Superintendent	825-1290	950-1500
Pump Operator		
Filter House Operator		
Electrician-cum-Lineman	865-1450	975-1660
Workshop Foreman		
Supervisor	1450-2825	2060-3200*
Instructor	1370-2640	2000-3200
Senior Instrument Mechanic	1330-2555	1640-2900
Computer Technician	1050-1830	1400-2300
Laboratory Technician	1330-2555	1640-2900
Draftsman	1050-1830	1400-2300
Draftsman Grade II	1330-2555	1640-2990
Skilled Assistant Sr. Grade	1050-1830	1400-2300
Skilled Assistant Grade I	1000-1710	1350-2200
Skilled Assistant Grade II	865-1450	975-1660
Mason Grade I	1000-1710	1350-2250
Tracer	865-1450	975-1660
Lascar (Electrical)	775-1160	800-1200
Personnel Assistant to Principal		
Senior Store Keeper	1220-2150	1520-2660
Sergeant	950-1590	1200-2040
Computer Operator	1220-2150	1520-2660
System Analyst	1830-3425	2500-4000
System Programmer	1370-2640	2000-3200

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

ANNEXURE—III

Rules for Fixation of Pay

1. The revised scales of pay shall come into force from the 1st March 1992.
2. The initial pay of a Government servant in the revised scale shall be fixed in the following manner:
 - (a) the basic pay in the existing scale including the stagnation increment,
 - (b) personal pay, if any, not specifically ordered to be absorbed in future increase of pay,
 - (c) special pay drawn in lieu of higher time-scale of pay where the existing scale with special pay has been replaced by a scale of pay after merging the special pay,
 - (d) an amount representing 7 percent of basic pay in the existing scale of pay subject to a minimum of Rs. 75 (Rupees Seventy-five) and a maximum of Rs. 250 (Rupees two hundred and fifty) shall be added to the amount specified under Rule 2(a), (b) and (c) above.

Note:— In the case of employees who are in receipt of special pay in addition to pay in the existing scale and in whose case special pay continues with the revised scale of pay either at the same rate or at a different rate the pay in the revised scale shall be fixed excluding the special pay.

3. The pay shall be fixed in the revised scale at the stage next above the amount computed under rule 2 even if the same is a stage in the revised scale.
 - (i) If the amount computed under rule 2 is less than the minimum of revised scale, the pay shall be fixed at the minimum of that scale;
 - (ii) If the amount computed under rule 2 is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum, the difference being treated as 'personal pay' and it will not be absorbed in future increases in pay on account of granting increments (including stagnation increments).

Note:— Personal pay so treated will count for all purposes, viz., fixation of pay, calculation of leave salary, drawal of allowances and pension.

- (iii) In the fixation of pay, if the pay of employees drawing pay at more than five consecutive stages in an existing scale gets bunched, i.e., gets fixed in the revised scale at the same stage, the pay in the revised scale of such employees, who are drawing pay beyond the first five consecutive stages in the existing scale, shall be stepped up from the stage where such bunching occurs, by grant of increment/increments in the revised scale as below:

- (a) for employees drawing pay from the 6th stage upto the 10th stage in the existing scale—by one increment,
- (b) for employees drawing pay from the 11th stage up to the 15th stage in the existing scale, if there is bunching beyond 10th stage—by two increments; and
- (c) for employees drawing pay from 16th stage upto 20th stage in the existing scale, if there is bunching beyond the 15th stage—by three increments.

Note:— If by stepping up of the pay as above, the pay of an employee gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of an employee who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter may also be stepped up only to the extent by which it falls short of that of the former.

Refer the table in Appendix II

4. The pay of an employee appointed or promoted to the post on or after 1st March, 1992 shall be fixed in the following manner:
 - (a) If he was holding a post on the 1st March, 1992 and was promoted or appointed to another post subsequently his pay in the old post shall be fixed as on 1st March, 1992 or thereafter as per option of employees concerned under rules 2-3 of these rules in the revised pay scale and then his pay in the post which he held on or after 1st March, 1992 fixed in the appropriate revised scales in accordance with the relevant Service Rules governing the fixation of pay viz. Rule 28A/37A Part I, KSR as the case may be.
 - (b) If he was appointed to the service in the Government for the first time on or after 1st March, 1992 and before the date of Pay Revision Order, he will be deemed to have been appointed in the revised scale.

5. If a Government servant was under reduction of pay or stoppage of increment as a punishment on the 1st March 1992, his pay shall be fixed in the revised scale on the basis of present emoluments he drew on the 1st March 1992 and he shall continue to draw the pay so fixed in the revised scale till the expiry of the period of punishment. His pay in the revised scale shall be refixed immediately following the date of expiry of the period if punishment with reference to the emoluments which he would have drawn on the 1st March 1992 taking into consideration whether the punishment awarded is with or without cumulative effect.

6. Date of Increment

(i) The next increment of an employee in the revised scale shall be granted on the date he would have drawn increment had he continued in the existing scale.

(ii) If an employee draws his next increment in the revised scale under sub rule (i) above and thereby becomes eligible for higher pay than his senior whose next increment falls due at a later date, then the pay of such senior shall be refixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay.

Note:—In case where the pay of an employee is stepped up in terms of clause (ii) above and Rule 7 below the next increment shall be granted after completing the requisite qualifying service for the next increment.

7. In case where a senior employee promoted to a higher post before 1st March, 1992 draws less pay in the revised scale than his junior who is promoted to the higher post on or after 1st March 1992, the pay of the senior employee will be stepped up to that of the Junior with effect from the date on which the junior draws more pay, provided that;

(i) the Senior and the Junior employees should belong to the same category and should have been promoted to the same category of post;

(ii) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical and

(iii) the anomaly should have arisen directly as a result of the introduction of the revised scale of pay.

Note:—If in the lower post, the junior employee was drawing more pay in the pre-revised scale than the senior by virtue of any advance increment granted to him, the seniors to such junior have no claim over the pay of the junior.

8. Exercise of Option

(a) A government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next increment or until he vacates his post or ceases to draw pay in that scale or until such date as the employee considers necessary.

Provided that the option to retain the existing scale under the proviso to this rule shall be admissible only in respect of one existing scale. In cases of subsequent reversions only, the employees will be allowed to exercise option in r/o the lower post also. Such option will be exercised within a period of 3 months from the date of order of reversion.

The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of March 1992, whether for the first time in Government service, or by transfer or promotion from another post and he shall be allowed pay in the new post, only in the revised scale.

(b) The option shall be exercised in writing in the form appended (APPENDIX I) so as to reach the Head of Office or the Accountant General as the case may be, within six months of the date of this Pay Revision Order and or where an existing scale has been revised by any amendment made to these orders, within three months of the date of order of such amendment.

Provided that—

(i) in the case of a Government servant who is, on date of such order, out of India on leave or deputation or foreign service, the said option shall be exercised in writing within three months of the date of his taking charge of his post; and

(ii) where a Government servant is under suspension on the 1st day of March 1992, the option exercised within three months of the date of his return to his duty if that date is later than the date in this sub-rule.

(c) If the intimation regarding option is not received within the time mentioned above, the Government servant shall be deemed to have elected to be governed by the revised scale of pay with effect from the 1st March 1992.

(d) The option once exercised shall be final.

Note:—1. Persons whose services were terminated on or after the 1st March 1992 and who could not exercise the option within the prescribed time-limit on account of death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, are entitled to the benefits of this rule.

Note:—2. Persons who died on or after the 1st day of March 1992 and could not exercise the option within the prescribed time-limit, be deemed to have opted for the revised scales from the 1st day of March 1992 or such later date as is most beneficial as desired by the Head of Office/Accountant General or the dependent.

9. A model Ready Reckoner for fixation of pay on the basis of rules 2 and 3 above is given in Appendix II.

APPENDIX I

FORM OF EXERCISING OPTION UNDER RULE 8 OF RULES FOR
FIXATION OF PAY

I.....

holding the post of.....

on Rs.....do hereby elect:

*to come under the revised scale of pay with effect from 1st March 1992/

*to retain the existing scale of pay for the period upto.....and
come under the revised scale with effect from.....

Place:

Signature

Date:

Name and Designation

*Strike out which ever is not applicable.

APPENDIX II

READY RECKONER FOR FIXATION OF PAY

(Vide Annexure III)

Table No. 1

Existing scale: 750-10-760-15-805-20-925-25-1025

Revised scale: 775-12-955-14-1025-20-1065

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit. Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
750	75	825	835	..	835
760	75	835	847	..	847
775	75	850	859	..	859
790	75	865	871	..	871
805	75	880	883	..	883
825	75	900	907	..	907
845	75	920	931	..	931
865	75	940	943	..	943
885	75	960	969	..	969
905	75	980	983	..	983
925	75	1000	1011	..	1011
950	75	1025	1045	..	1045
975	75	1050	1065	..	1065
1000	75	1075	1085	..	1065+20 p.p.
1025	75	1100	1105	..	1065+40 p.p.

Table No. 2

Existing scale: 775-15-805-20-925-25-1100-30-1160

Revised scale: 800-15-1010-20-1150-25-1200

(1)	(2)	(3)	(4)	(5)	(6)
775	75	850	860	..	860
790	75	865	875	..	875
805	75	880	890	..	890
825	75	900	905	..	905
845	75	920	935	..	935
865	75	940	950	..	950
885	75	960	965	..	965
905	75	980	995	..	995
925	75	1000	1010	..	1010
950	75	1025	1030	..	1030
975	75	1050	1070	..	1070
1000	75	1075	1090	..	1090
1025	75	1100	1110	..	1110
1050	75	1125	1130	..	1130
1075	75	1150	1175	..	1175
1100	77	1177	1200	..	1200
1130	79	1209	1200+9 p.p.	..	1200+9 p.p.
1160	81	1241	1200+41 p.p.	..	1200+41 p.p.

* Subject to a minimum of Rs. 75 and maximum of Rs. 250
p.p: Personal Pay

READY RECKONER FOR FIXATION OF PAY

Table No. 3

Existing scale: 805-20-925-25-1100-30-1190

Revised scale: 825-15-900-20-1200-25-1250

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
805	75	880	885	..	885
825	75	900	920	..	920
845	75	920	940	..	940
865	75	940	960	..	960
885	75	960	980	..	980
905	75	980	1000	..	1000
925	75	1000	1020	..	1020
950	75	1025	1040	..	1040
975	75	1050	1060	..	1060
1000	75	1075	1080	..	1080
1025	75	1100	1120	..	1120
1050	75	1125	1140	..	1140
1075	75	1150	1160	..	1160
1100	77	1177	1180	..	1180
1130	79	1209	1225	..	1225
1160	81	1241	1250	..	1250
1190	83	1273	1250+23 p.p.	..	1250+23 p.p.

Table No. 4

Existing scale: 805-20-925-25-1100-30-1190

Revised scale: 950-20-1150-25-1500

(1)	(2)	(3)	(4)	(5)	(6)
805	75	880	950	..	950
825	75	900	950	..	950
845	75	920	950	..	950
865	75	940	950	..	950
885	75	960	970	..	970
905	75	980	990	..	990
925	75	1000	1010	..	1010
950	75	1025	1030	..	1030
975	75	1050	1070	..	1070
1000	75	1075	1090	..	1090
1025	75	1100	1110	..	1110
1050	75	1125	1130	..	1130
1075	75	1150	1175	..	1175
1100	77	1177	1200	..	1200
1130	79	1209	1225	..	1225
1160	81	1241	1250	..	1250
1190	83	1273	1275	..	1275

*Subject to a minimum of Rs. 75 and maximum of Rs. 250
p.p: Personal Pay

READY RECKONER FOR FIXATION OF PAY

Table No. 5

Existing scale: 825-20-925-25-1100-30-1250-40-1290
 Revised scale: 950-20-1150-25-1500

Pay in the existing scale Rs.	*Fitment benefit—7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
825	75	900	950	..	950
845	75	920	950	..	950
865	75	940	950	..	950
885	75	960	970	..	970
905	75	980	990	..	990
925	75	1000	1010	..	1010
950	75	1025	1030	..	1030
975	75	1050	1070	..	1070
1000	75	1075	1090	..	1090
1025	75	1100	1110	..	1110
1050	75	1125	1130	..	1130
1075	75	1150	1175	..	1175
1100	77	1177	1200	..	1200
1130	79	1209	1225	..	1225
1160	81	1241	1250	..	1250
1190	83	1273	1275	..	1275
1220	85	1305	1325	..	1325
1250	88	1338	1350	..	1350
1290	90	1380	1400	..	1400

Table No. 6

Existing scale: 845-20-925-25-1100-30-1250-40-1370
 Revised scale: 975-25-1150-30-1540

(1)	(2)	(3)	(4)	(5)	(6)
845	75	920	975	..	975
865	75	940	975	..	975
885	75	960	975	..	975
905	75	980	1000	..	1000
925	75	1000	1025	..	1025
950	75	1025	1050	..	1050
975	75	1050	1075	..	1075
1000	75	1075	1100	..	1100
1025	75	1100	1125	..	1125
1050	75	1125	1150	..	1150
1075	75	1150	1180	..	1180
1100	77	1177	1180	..	1180
1130	79	1209	1210	..	1210
1160	81	1241	1270	..	1270
1190	83	1273	1300	..	1300
1220	85	1305	1330	..	1330
1250	88	1338	1360	..	1360
1290	90	1380	1390	..	1390
1330	93	1423	1450	..	1450
1370	96	1466	1480	..	1480

*Subject to a minimum of Rs. 75 and maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 7

Existing scale: 845-20-925-25-1100-30-1250-40-1370
 Revised scale: 1200-30-1560-40-2040

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
845	75	920	1200	..	1200
865	75	940	1200	..	1200
885	75	960	1200	..	1200
905	75	980	1200	..	1200
925	75	1000	1200	..	1200
950	75	1025	1200	30	1230
975	75	1050	1200	30	1230
1000	75	1075	1200	30	1230
1025	75	1100	1200	30	1230
1050	75	1125	1200	30	1230
1075	75	1150	1200	60	1260
1100	77	1177	1200	60	1260
1130	79	1209	1230	..	1260**
1160	81	1241	1260	..	1260
1190	83	1273	1290	..	1290
1220	85	1305	1320	..	1320
1250	88	1338	1350	..	1350
1290	90	1380	1410	..	1410
1330	93	1423	1440	..	1440
1370	96	1466	1470	..	1470

Table No. 8

Existing scale: 865-20-925-25-1100-30-1250-40-1450
 Revised scale: 975-25-1150-30-1660

(1)	(2)	(3)	(4)	(5)	(6)
865	75	940	975	..	975
885	75	960	975	..	975
905	75	980	1000	..	1000
925	75	1000	1025	..	1025
950	75	1025	1050	..	1050
975	75	1050	1075	..	1075
1000	75	1075	1100	..	1100
1025	75	1100	1125	..	1125
1050	75	1125	1150	..	1150
1075	75	1150	1180	..	1180
1100	77	1177	1180	..	1180
1130	79	1209	1210	..	1210
1160	81	1241	1270	..	1270
1190	83	1273	1300	..	1300
1220	85	1305	1330	..	1330
1250	88	1338	1360	..	1360
1290	90	1380	1390	..	1390
1330	93	1423	1450	..	1450
1370	96	1466	1480	..	1480
1410	99	1509	1510	..	1510
1450	102	1552	1570	..	1570

*Subject to a minimum of Rs. 75 and maximum of Rs. 250.

**See the note under para 3 (iv) of Annexure III.

READY RECKONER FOR FIXATION OF PAY

Table No. 9

Existing scale : 865-20-925-25-1100-30-1250-40-1450

Revised scale : 1125-25-1150-30-1720

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
865	75	940	1125	..	1125
885	75	960	1125	..	1125
905	75	980	1125	..	1125
925	75	1000	1125	..	1125
950	75	1025	1125	..	1125
975	75	1050	1125	25	1150
1000	75	1075	1125	25	1150
1025	75	1100	1125	25	1150
1050	75	1125	1150	..	1150
1075	75	1150	1180	..	1180
1100	77	1177	1180	..	1180
1130	79	1209	1210	..	1210
1160	81	1241	1270	..	1270
1190	83	1273	1300	..	1300
1220	85	1305	1330	..	1330
1250	88	1338	1360	..	1360
1290	90	1380	1390	..	1390
1330	93	1423	1450	..	1450
1370	96	1466	1480	..	1480
1410	99	1509	1510	..	1510
1450	102	1552	1570	..	1570

Table No.-10-

Existing scale : 865-20-925-25-1100-30-1250-40-1450

Revised scale : 1200-30-1560-40-2040

(1)	(2)	(3)	(4)	(5)	(6)
865	75	940	1200	..	1200
885	75	960	1200	..	1200
905	75	980	1200	..	1200
925	75	1000	1200	..	1200
950	75	1025	1200	..	1200
975	75	1050	1200	30	1230
1000	75	1075	1200	30	1230
1025	75	1100	1200	30	1230
1050	75	1125	1200	30	1230
1075	75	1150	1200	30	1230
1100	77	1177	1200	60	1260
1130	79	1209	1230	..	1260**
1160	81	1241	1260	..	1260
1190	83	1273	1290	..	1290
1220	85	1305	1320	..	1320
1250	88	1338	1350	..	1350
1290	90	1380	1410	..	1410
1330	93	1423	1440	..	1440
1370	96	1466	1470	..	1470
1410	99	1509	1530	..	1530
1450	102	1552	1560	..	1560

*Subject to a minimum of Rs. 75 and maximum of Rs. 250

**See the note under Para 3 (iv) of Annexure III

READY RECKONER FOR FIXATION OF PAY

Table No. 11

Existing scale: 905-20-925-25-1100-30-1250-40-1490

Revised scale: 1125-25-1150-30-1720

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
905	75	980	1125	..	1125
925	75	1000	1125	..	1125
950	75	1025	1125	..	1125
975	75	1050	1125	..	1125
1000	75	1075	1125	..	1125
1025	75	1100	1125	25	1150
1050	75	1125	1150	..	1150
1075	75	1150	1180	..	1180
1100	77	1177	1180	..	1180
1130	79	1209	1210	..	1210
1160	81	1241	1270	..	1270
1190	83	1273	1300	..	1300
1220	85	1305	1330	..	1330
1250	88	1338	1360	..	1360
1290	90	1380	1390	..	1390
1330	93	1423	1450	..	1450
1370	96	1466	1480	..	1480
1410	99	1509	1510	..	1510
1450	102	1552	1570	..	1570
1490	104	1594	1600	..	1600

Table No. 12

Existing scale: 905-20-925-25-1100-30-1250-40-1490

Revised scale: 1200-30-1560-40-2040

(1)	(2)	(3)	(4)	(5)	(6)
905	75	980	1200	..	1200
925	75	1000	1200	..	1200
950	75	1025	1200	..	1200
975	75	1050	1200	..	1200
1000	75	1075	1200	..	1200
1025	75	1100	1200	30	1230
1050	75	1125	1200	30	1230
1075	75	1150	1200	30	1230
1100	77	1177	1200	30	1230
1130	79	1209	1230	..	1230
1160	81	1241	1260	..	1260
1190	83	1273	1290	..	1290
1220	85	1305	1320	..	1320
1250	88	1338	1350	..	1350
1290	90	1380	1410	..	1410
1330	93	1423	1440	..	1440
1370	96	1466	1470	..	1470
1410	99	1509	1530	..	1530
1450	102	1552	1560	..	1560
1490	104	1594	1600	..	1600

*Subject to a minimum of Rs. 75 and maximum of Rs. 250

READY RECKONER FOR FIXATION OF PAY

Table No. 13

Existing scale: 950-25-1100-30-1250-40-1530-60-1590
 Revised scale: 1200-30-1560-40-2040

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
		1025	1200	..	1200
950	75	1050	1200	..	1200
975	75	1075	1200	..	1200
1000	75	1100	1200	..	1200
1025	75	1125	1200	..	1230
1050	75	1150	1200	30	1230
1075	75	1177	1200	30	1230
1100	77	1209	1230	..	1260
1130	79	1241	1260	..	1290
1160	81	1273	1290	..	1320
1190	83	1305	1320	..	1350
1220	85	1338	1350	..	1410
1250	88	1380	1410	..	1440
1290	90	1423	1440	..	1470
1330	93	1466	1470	..	1530
1370	96	1509	1530	..	1560
1410	99	1552	1560	..	1600
1450	102	1594	1600	..	1640
1490	104	1637	1640	..	1720
1530	107	1701	1720	..	
1590	111				

Table No. 14

Existing scale: 1000-25-1100-30-1250-40-1530-60-1710
 Revised scale: 1350-30-1440-40-1800-50-2200

(1)	(2)	(3)	(4)	(5)	(6)
		1075*	1350	..	1350
1000	75	1100	1350	..	1350
1025	75	1125	1350	..	1350
1050	75	1150	1350	..	1350
1075	75	1177	1350	..	1350
1100	77	1209	1350	30	1380
1130	79	1241	1350	30	1380
1160	81	1273	1350	30	1380
1190	83	1305	1350	30	1380
1220	85	1338	1350	30	1410
1250	88	1380	1410	..	1440
1290	90	1423	1440	..	1480
1330	93	1466	1480	..	1520
1370	96	1509	1520	..	1560
1410	99	1552	1560	..	1600
1450	102	1594	1600	..	1640
1490	104	1637	1640	..	1720
1530	107	1701	1720	..	1800
1590	111	1766	1800	..	1850
1650	116	1830	1850	..	
1710	120				

*Subject to a minimum of Rs. 75 and maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 15

Existing scale: 1000-25-1100-30-1250-40-1530-60-1710

Revised scale: 1400-40-1800-50-2300

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1000	75	1075	1400	..	1400
1025	75	1100	1400	..	1400
1050	75	1125	1400	..	1400
1075	75	1150	1400	..	1400
1100	77	1177	1400	..	1400
1130	79	1209	1400	40	1440
1160	81	1241	1400	40	1440
1190	83	1273	1400	40	1440
1220	85	1305	1400	40	1440
1250	88	1338	1400	40	1440
1290	90	1380	1400	80	1480
1330	93	1423	1440	80	1480
1370	96	1466	1480	..	1480
1410	99	1509	1520	..	1520
1450	102	1552	1560	..	1560
1490	104	1594	1600	..	1600
1530	107	1637	1640	..	1640
1590	111	1701	1720	..	1720
1650	116	1766	1800	..	1800
1710	120	1830	1850	..	1850

Table No. 16

Existing scale: 1000-25-1100-30-1250-40-1530-60-1710

Revised scale: 1400-40-1600-50-2300-60-2600

(1)	(2)	(3)	(4)	(5)	(6)
1000	75	1075	1400	..	1400
1025	75	1100	1400	..	1400
1050	75	1125	1400	..	1400
1075	75	1150	1400	..	1400
1100	77	1177	1400	..	1400
1130	79	1209	1400	40	1440
1160	81	1241	1400	40	1440
1190	83	1273	1400	40	1440
1220	85	1305	1400	40	1440
1250	88	1338	1400	40	1440
1290	90	1380	1400	80	1480
1330	93	1423	1440	..	1480†
1370	96	1466	1480	..	1480
1410	99	1509	1520	..	1520
1450	102	1552	1560	..	1560
1490	104	1594	1600	..	1600
1530	107	1637	1650	..	1650
1590	111	1701	1750	..	1750
1650	116	1766	1800	..	1800
1710	120	1830	1850	..	1850

*Subject to a minimum of Rs. 75 and maximum of Rs. 250.

†See the note under Para 3 (iv) of Annexure III.

READY RECKONER FOR FIXATION OF PAY

Table No. 17

Existing scale: 1050-25-1100-30-1250-40-1530-60-1830

Revised scale: 1400-40-1800-50-2300

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1050	75	1125	1400	..	1400
1075	75	1150	1400	..	1400
1100	77	1177	1400	..	1400
1130	79	1209	1400	..	1400
1160	81	1241	1400	..	1440
1190	83	1273	1400	40	1440
1220	85	1305	1400	40	1440
1250	88	1338	1400	40	1440
1290	90	1380	1440	..	1440
1330	93	1423	1480	..	1480
1370	96	1466	1520	..	1520
1410	99	1509	1560	..	1560
1450	102	1552	1600	..	1600
1490	104	1594	1640	..	1640
1530	107	1637	1720	..	1720
1590	111	1701	1800	..	1800
1650	116	1766	1850	..	1850
1710	120	1830	1900	..	1900
1770	124	1894	2000	..	2000
1830	128	1958			

Table No. 18

Existing scale: 1050-25-1100-30-1250-40-1530-60-1830

Revised scale: 1520-40-1800-50-2300-60-2660

(1)	(2)	(3)	(4)	(5)	(6)
1050	75	1125	1520	..	1520
1075	75	1150	1520	..	1520
1100	77	1177	1520	..	1520
1130	79	1209	1520	..	1520
1160	81	1241	1520	..	1520
1190	83	1273	1520	40	1560
1220	85	1305	1520	40	1560
1250	88	1338	1520	40	1560
1290	90	1380	1520	40	1560
1330	93	1423	1520	80	1600
1370	96	1466	1520	80	1600
1410	99	1509	1560	..	1600
1450	102	1552	1600	..	1600
1490	104	1594	1640	..	1640
1530	107	1637	1720	..	1720
1590	111	1701	1800	..	1800
1650	116	1766	1850	..	1850
1710	120	1830	1900	..	1900
1770	124	1894	2000	..	2000
1830	128	1958			

*Subject to a minimum of Rs. 75 and maximum of Rs. 250

†See the Note under para 3 (iv) of Annexure III.

READY RECKONER FOR FIXATION OF PAY

Table No. 19

Existing scale: 1100-30-1250-40-1530-60-1830-80-2070

Revised scale: 1400-40-1600-50-2300-60-2600

Pay in the existing scale Rs.	* Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1100	77	1177	1400	..	1400
1130	79	1209	1400	..	1400
1160	81	1241	1400	..	1400
1190	83	1273	1400	..	1400
1220	85	1305	1400	..	1400
1250	88	1338	1400	..	1400
1290	90	1380	1400	40	1440
1330	93	1423	1440	40	1440
1370	96	1466	1440	..	1440
1410	99	1509	1480	..	1480
1450	102	1552	1520	..	1520
1490	104	1594	1560	..	1560
1530	107	1637	1600	..	1600
1590	111	1701	1650	..	1650
1650	116	1766	1750	..	1750
1710	120	1830	1800	..	1800
1770	124	1894	1850	..	1850
1830	128	1958	1900	..	1900
1910	134	2044	2000	..	2000
1990	139	2129	2050	..	2050
2070	145	2215	2150	..	2150
			2250	..	2250

Table No. 20

Existing scale: 1220-30-1250-40-1530-60-1830-80-2150

Revised scale: 1520-40-1800-50-2300-60-2660

(1)	(2)	(3)	(4)	(5)	(6)
1220	85	1305	1520	..	1520
1250	88	1338	1520	..	1520
1290	90	1380	1520	..	1520
1330	93	1423	1520	..	1520
1370	96	1466	1520	..	1520
1410	99	1509	1520	..	1520
1450	102	1552	1520	40	1560
1490	104	1594	1560	..	1560
1530	107	1637	1600	..	1600
1590	111	1701	1640	..	1640
1650	116	1766	1720	..	1720
1710	120	1830	1800	..	1800
1770	124	1894	1850	..	1850
1830	128	1958	1900	..	1900
1910	134	2044	2000	..	2000
1990	139	2044	2050	..	2050
2070	145	2129	2150	..	2150
2150	151	2215	2250	..	2250
		2301	2360	..	2360

* Subject to a minimum of Rs. 75 and maximum of Rs. 250:

READY RECKONER FOR FIXATION OF PAY

Table No. 21

Existing scale: 1220-30-1250-40-1530-60-1830-80-2150
 Revised scale: 1640-60-2600-75-2900.

Pay in the existing scale Rs.	*Fitment benefit—7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1220	85	1305	1640	..	1640
1250	88	1338	1640	..	1640
1290	90	1380	1640	..	1640
1330	93	1423	1640	..	1640
1370	96	1466	1640	60	1700
1410	99	1509	1640	60	1700
1450	102	1552	1640	60	1700
1490	104	1594	1640	60	1760
1530	107	1637	1760	..	1820
1590	111	1701	1820	..	1880
1650	116	1766	1880	..	1940
1710	120	1830	1940	..	2000
1770	124	1894	2000	..	2060
1830	128	1958	2060	..	2180
1910	134	2044	2180	..	2240
1990	139	2129	2240	..	2360
2070	145	2215	2360	..	
2150	151	2301			

Table No. 22

Existing scale: 1250-40-1530-60-1830-80-2230
 Revised scale: 1600-50-2300-60-2550

(1)	(2)	(3)	(4)	(5)	(6)
1250	88	1338	1600	..	1600
1290	90	1380	1600	..	1600
1330	93	1423	1600	..	1600
1370	96	1466	1600	..	1600
1410	99	1509	1600	50	1650
1450	102	1552	1600	50	1650
1490	104	1594	1650	..	1750
1530	107	1637	1750	..	1800
1590	111	1701	1800	..	1850
1650	116	1766	1850	..	1900
1710	120	1830	1900	..	1900
1770	124	1894	1900	..	2000
1830	128	1958	2000	..	2050
1910	134	2044	2050	..	2150
1990	139	2129	2150	..	2250
2070	145	2215	2250	..	2360
2150	151	2301	2360	..	2420
2230	156	2386	2420	..	

*Subject to a minimum of Rs. 75 and maximum of Rs. 250

READY RECKONER FOR FIXATION OF PAY.

Table No. 23

Existing scale: 1250-40-1530-60-1830-80-2230

Revised scale: 1640-60-2600-75-2900

Pay in the existing scale Rs.	*Fitment benefit- 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1250	88	1338	1640	..	1640
1290	90	1380	1640	..	1640
1330	93	1423	1640	..	1640
1370	96	1466	1640	..	1640
1410	99	1509	1640	..	1640
1450	102	1552	1640	..	1640
1490	104	1594	1640	60	1700
1530	107	1637	1640	60	1700
1590	111	1701	1640	60	1700
1650	116	1766	1760	..	1760
1710	120	1830	1820	..	1820
1770	124	1894	1880	..	1880
1830	128	1958	1940	..	1940
1910	134	2044	2000	..	2000
1990	139	2129	2060	..	2060
2070	145	2215	2180	..	2180
2150	151	2301	2240	..	2240
2230	156	2386	2360	..	2360
			2420	..	2420

Table No. 24

Existing scale: 1250-40-1530-60-1830-80-2230

Revised scale: 2000-60-2300-75-3200

(1)	(2)	(3)	(4)	(5)	(6)
1250	88	1338	2000	..	2000
1290	90	1380	2000	..	2000
1330	93	1423	2000	..	2000
1370	96	1466	2000	..	2000
1410	99	1509	2000	..	2000
1450	102	1552	2000	..	2000
1490	104	1594	2000	60	2060
1530	107	1637	2000	60	2060
1590	111	1701	2000	60	2060
1650	116	1766	2000	60	2060
1710	124	1894	2000	60	2060
1830	128	1958	2000	120	2120
1910	134	2044	2000	120	2120
1990	139	2129	2060	..	2120†
2070	145	2215	2180	..	2180
2150	151	2301	2240	..	2240
2230	156	2386	2375	..	2375
			2450	..	2450

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

†See the Note under para 3 (iv) of Annexure III.

READY RECKONER FOR FIXATION OF PAY

Table No. 25

Existing scale: 1330-40-1530-60-1830-80-2470-85-2555

Revised scale: 1640-60-2600-75-2900

Pay in the existing scale Rs.	*Fitment benefit- 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1330	93	1423	1640	..	1640
1370	96	1466	1640	..	1640
1410	99	1509	1640	..	1640
1450	102	1552	1640	..	1640
1490	104	1594	1640	..	1640
1530	107	1637	1640	60	1700
1590	111	1701	1760	..	1760
1650	116	1766	1820	..	1820
1710	120	1830	1880	..	1880
1770	124	1894	1940	..	1940
1830	128	1958	2000	..	2000
1910	134	2044	2060	..	2060
1990	139	2129	2180	..	2180
2070	145	2215	2240	..	2240
2150	151	2301	2360	..	2360
2230	156	2386	2420	..	2420
2310	162	2472	2480	..	2480
2390	167	2557	2600	..	2600
2470	173	2643	2675	..	2675
2555	179	2734	2750	..	2750

Table No. 26

Existing scale: 1330-40-1530-60-1830-80-2470-85-2555

Revised scale: 2000-60-2300-75-3200-100-3500

(1)	(2)	(3)	(4)	(5)	(6)
1330	93	1423	2000	..	2000
1370	96	1466	2000	..	2000
1410	99	1509	2000	..	2000
1450	102	1552	2000	..	2000
1490	104	1594	2000	..	2000
1530	107	1637	2000	60	2060
1590	111	1701	2000	60	2060
1650	116	1766	2000	60	2060
1710	120	1830	2000	60	2060
1770	124	1894	2000	60	2060
1830	128	1958	2000	20	2120
1910	134	2044	2060	..	2120**
1990	139	2129	2180	..	2180
2070	145	2215	2240	..	2240
2150	151	2301	2375	..	2375
2230	156	2386	2450	..	2450
2310	162	2472	2525	..	2525
2390	167	2557	2600	..	2600
2470	173	2643	2675	..	2675
2555	179	2734	2750	..	2750

* Subject to a minimum of Rs. 75 and maximum of Rs. 250.

** See the Note under para 3 (iv) of Annexure III

READY RECKONER FOR FIXATION OF PAY

Table No. 27

Existing scale: 1370-40-1530-60-1830-80-2470-85-2640

Revised scale: 2000-60-2300-75-3200

Pay in the existing scale Rs.	*Fitment benefit 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1370	96	1466	2000	--	2000
1410	99	1509	2000	--	2000
1450	102	1552	2000	--	2000
1490	104	1594	2000	..	2000
1530	107	1637	2000	..	2000
1590	111	1701	2000	60	2060
1650	116	1766	2000	60	2060
1710	120	1830	2000	60	2060
1770	124	1894	2000	60	2060
1830	128	1958	2000	60	2060
1910	134	2044	2060	..	2060
1990	139	2129	2180	..	2180
2070	145	2215	2240	..	2240
2150	151	2301	2375	..	2375
2230	156	2386	2450	..	2450
2310	162	2472	2525	..	2525
2390	167	2557	2600	..	2600
2470	173	2643	2675	..	2675
2555	179	2734	2750	..	2750
2640	185	2825	2900	..	2900

Table No. 28

Existing scale: 1370-40-1530-60-1830-80-2470-85-2640

Revised scale: 2000-60-2300-75-3200-100-3500

(1)	(2)	(3)	(4)	(5)	(6)
1370	96	1466	2000	..	2000
1410	99	1509	2000	..	2000
1450	102	1552	2000	..	2000
1490	104	1594	2000	..	2000
1530	107	1637	2000	..	2000
1590	111	1701	2000	60	2060
1650	116	1766	2000	60	2060
1710	120	1830	2000	60	2060
1770	124	1894	2000	60	2060
1830	128	1958	2000	60	2060
1910	134	2044	2060	..	2060
1990	139	2129	2180	..	2180
2070	145	2215	2240	..	2240
2150	151	2301	2375	..	2375
2230	156	2386	2450	..	2450
2310	162	2472	2525	..	2525
2390	167	2557	2600	..	2600
2470	173	2643	2675	..	2675
2555	179	2734	2750	..	2750
2640	185	2825	2900	..	2900

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 29

Existing scale: 1450-40-1530-60-1830-80-2470-85-2725-100-2825		Revised scale: 2000-60-2300-75-3200-100-3500				Existing
Pay in the existing scale Rs.	*Fitment benefit 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(1)
1450	102	1552	2000	..	2000	1590
1490	104	1594	2000	..	2000	1650
1530	107	1637	2000	..	2000	1710
1590	111	1701	2000	..	2000	1770
1650	116	1766	2000	60	2060	183
1710	120	1830	2000	60	2060	191
1770	124	1894	2000	60	2060	199
1830	128	1958	2060	..	2060	207
1910	134	2044	2180	..	2240	215
1990	139	2129	2240	..	2375	223
2070	145	2215	2375	..	2450	231
2150	151	2301	2450	..	2525	239
2230	156	2386	2525	..	2600	247
2310	162	2472	2600	..	2675	255
2390	167	2557	2675	..	2750	263
2470	173	2643	2750	..	2900	271
2555	179	2734	2900	..	2975	279
2640	185	2825	2975	..	3050	287
2725	191	2916	3050	..	..	295
2825	198	3023	..	..	..	303

Table No. 30

Existing scale: 1450-40-1530-60-1830-80-2470-85-2725-100-2825		Revised scale: 2060-60-2300-75-3200				Existing
Pay in the existing scale Rs.	*Fitment benefit 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.	Revised
(1)	(2)	(3)	(4)	(5)	(6)	(1)
1450	102	1552	2060	..	2060	1590
1490	104	1594	2060	..	2060	1650
1530	107	1637	2060	..	2060	1710
1590	111	1701	2060	..	2060	1770
1650	116	1766	2060	60	2120	183
1710	120	1830	2060	60	2120	191
1770	124	1894	2060	60	2120	199
1830	128	1958	2060	60	2120	207
1910	134	2044	2180	..	2240	215
1990	139	2129	2240	..	2375	223
2070	145	2215	2375	..	2450	231
2150	151	2301	2450	..	2525	239
2230	156	2386	2525	..	2600	247
2310	162	2472	2600	..	2675	255
2390	167	2557	2675	..	2750	263
2470	173	2643	2750	..	2900	271
2555	179	2734	2900	..	2975	279
2640	185	2825	2975	..	3050	287
2725	191	2916	3050	..	..	295
2825	198	3023	..	..	..	303

* Subject to a minimum of Rs. 75 and maximum of Rs. 250.

-READY RECKONER FOR FIXATION OF PAY

Table No. 31

Existing scale : 1590-60-1830-80-2470-85-2725-100-2925-125-3050

Revised scale : 2200-75-2800-100-3500

Pay in the existing scale Rs.	Fitment benefit 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1590	111	1701	2200	..	2200
1650	116	1766	2200	..	2200
1710	120	1830	2200	..	2200
1770	124	1894	2200	..	2200
1830	128	1958	2200	..	2200
1910	134	2044	2200	75	2275
1990	139	2129	2200	75	2275
2070	145	2215	2275	..	2275
2150	151	2301	2350	..	2350
2230	156	2386	2425	..	2425
2310	162	2472	2500	..	2500
2390	167	2557	2575	..	2575
2470	173	2643	2650	..	2650
2555	179	2734	2800	..	2800
2640	185	2825	2900	..	2900
2725	191	2916	3000	..	3000
2825	198	3023	3100	..	3100
2925	205	3130	3200	..	3200
3050	214	3264	3300	..	3300

Table No. 32

Existing scale : 1590-60-1830-80-2470-85-2725-100-2925-125-3050

Revised scale : 2200-75-2800-100-4000

(1)	(2)	(3)	(4)	(5)	(6)
1590	111	1701	2200	..	2200
1650	116	1766	2200	..	2200
1710	120	1830	2200	..	2200
1770	124	1894	2200	..	2200
1830	128	1958	2200	..	2200
1910	134	2044	2200	75	2275
1990	139	2129	2200	75	2275
2070	145	2215	2275	..	2275
2150	151	2301	2350	..	2350
2230	156	2386	2425	..	2425
2310	162	2472	2500	..	2500
2390	167	2557	2575	..	2575
2470	173	2643	2650	..	2650
2555	179	2734	2800	..	2800
2640	185	2825	2900	..	2900
2725	191	2916	3000	..	3000
2825	198	3023	3100	..	3100
2925	205	3130	3200	..	3200
3050	214	3264	3300	..	3300

Subject to a minimum of Rs. 75 and maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 33

Existing scale: 1650-60-1830-80-2470-85-2725-100-2925-125-3175

Revised scale: 2375-75-3200-100-3500

Existing scale	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.	Pay in the existing scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)	(1)
1650	116	1766	2375	..	2375	2070
1830	120	1830	2375	..	2375	2150
2470	124	1894	2375	..	2375	2230
2725	128	1958	2375	..	2375	2310
2925	134	2044	2375	..	2375	2390
3175	139	2129	2375	75	2450	2470
	145	2215	2375	75	2450	2555
	151	2301	2375	75	2450	2640
	156	2386	2450	..	2450	2725
	162	2472	2525	..	2525	2825
	167	2557	2600	..	2600	2925
	173	2643	2675	..	2675	3050
	179	2734	2750	..	2750	3175
	185	2825	2900	..	2900	3300
	191	2916	2975	..	2975	3425
	198	3023	3050	..	3050	3550
	205	3130	3200	..	3200	
	214	3264	3300	..	3300	
	222	3397	3400	..	3400	

Table No. 34

Existing scale: 1830-80-2470-85-2725-100-2925-125-3425

Revised scale: 2500-75-2800-100-4000

Existing scale						Existing scale
(1)	(2)	(3)	(4)	(5)	(6)	(1)
1830	128	1958	2500	..	2500	2470
2470	134	2044	2500	..	2500	2555
2725	139	2129	2500	..	2500	2640
2925	145	2215	2500	..	2500	2725
	151	2301	2500	..	2500	2825
	156	2386	2500	75	2575	2925
	162	2472	2500	75	2575	3050
	167	2557	2575	..	2575	3175
	173	2643	2650	..	2650	3300
	179	2734	2800	..	2800	3425
	185	2825	2900	..	2900	3550
	191	2916	3000	..	3000	3675
	198	3023	3100	..	3100	
	205	3130	3200	..	3200	
	214	3264	3300	..	3300	
	222	3397	3400	..	3400	
	231	3531	3600	..	3600	
	240	3665	3700	..	3700	

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 35

Existing scale: 2070-80-2470-85-2725-100-2925-125-3550

Revised scale: 2650-75-2800-100-4000

Pay in the existing scale Rs.	*Fitment benefit 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
2070	145	2215	2650	..	2650
2150	151	2301	2650	..	2650
2230	156	2386	2650	..	2650
2310	162	2472	2650	..	2650
2390	167	2557	2650	..	2650
2470	173	2643	2650	75	2725
2555	179	2734	2800	..	2800
2640	185	2825	2900	..	2900
2725	191	2916	3000	..	3000
2825	198	3023	3100	..	3100
2925	205	3130	3200	..	3200
3050	214	3264	3300	..	3300
3175	222	3397	3400	..	3400
3300	231	3531	3600	..	3600
3425	240	3665	3700	..	3700
3550	249	3799	3800	..	3800

Table No. 36

Existing scale: 2470-85-2725-100-2925-125-3675

Revised scale: 3000-100-3500-125-5000

(1)	(2)	(3)	(4)	(5)	(6)
2470	173	2643	3000	..	3000
2555	179	2734	3000	..	3000
2640	185	2825	3000	..	3000
2725	191	2916	3000	..	3000
2825	198	3023	3100	..	3100
2925	205	3130	3200	..	3200
3050	214	3264	3300	..	3300
3175	222	3397	3400	..	3400
3300	231	3531	3625	..	3625
3425	240	3665	3750	..	3750
3550	249	3799	3875	..	3875
3675	250	3925	4000	..	4000

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 37

Existing scale: 2640-85-2725-100-2925-125-3675-140-3815

Revised scale: 3900-125-4775-150-5075

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
2640	185	2825	3900	...	3900
2725	191	2916	3900	...	3900
2825	198	3023	3900	...	3900
2925	205	3130	3900	...	3900
3050	214	3264	3900	...	3900
3175	222	3397	3900	125	4025
3300	231	3531	3900	125	4025
3425	240	3665	3900	125	4025
3550	249	3799	3900	125	4025
3675	250	3925	4025	...	4025
3815	250	4065	4150	...	4150

Table No. 38

Existing scale: 2825-100-2925-125-3675-140-4095

Revised scale: 4200-125-4700-150-5300

(1)	(2)	(3)	(4)	(5)	(6)
2825	198	3023	4200	...	4200
2925	205	3130	4200	...	4200
3050	214	3264	4200	...	4200
3175	222	3397	4200	...	4200
3300	231	3531	4200	...	4200
3425	240	3665	4200	125	4325
3550	249	3799	4200	125	4325
3675	250	3925	4200	125	4325
3815	250	4065	4200	125	4325
3955	250	4205	4325	...	4325
4095	250	4345	4450	...	4450

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 39

Existing scale: 3050-125-3675-140-4095-170-4435
 Revised scale: 4500-150-5700

Pay in the existing scale Rs.	*Fitment benefit-- 7% of basic pay Rs.	Total Rs.	Next stage in. the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
3050	214	3264	4500	..	4500
3175	222	3397	4500	..	4500
3300	231	3531	4500	..	4500
3425	240	3665	4500	..	4500
3550	249	3799	4500	..	4500
3675	250	3925	4500	..	4500
3815	250	4065	4500	150	4650
3955	250	4205	4500	150	4650
4095	250	4345	4500	150	4650
4265	250	4515	4650	..	4650
4435	250	4685	4800	..	4800

Table No. 40

Existing scale: 3175-125-3675-140-4095-170-4605
 Revised scale: 5100-150-5700.

(1)	(2)	(3)	(4)	(5)	(6)
3175	222	3397	5100	..	5100
3300	231	3531	5100	..	5100
3425	240	3665	5100	..	5100
3550	249	3799	5100	..	5100
3675	250	3925	5100	..	5100
3815	250	4065	5100	150	5250
3955	250	4205	5100	150	5250
4095	250	4345	5100	150	5250
4265	250	4515	5100	150	5250
4435	250	4685	5100	150	5250
4605	250	4855	5100	300	5400

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

READY RECKONER FOR FIXATION OF PAY

Table No. 41

Existing scale: Rs. 4435-170-5285

Revised scale: Rs. 5100-150-6300

Pay in the existing scale Rs.	*Fitment benefit— 7% of basic pay Rs.	Total Rs.	Next stage in the revised scale Rs.	Bunching benefit Rs.	Pay in the revised scale Rs.
(1)	(2)	(3)	(4)	(5)	(6)
4435	250	4685	5100	..	5100
4605	250	4855	5100	..	5100
4775	250	5025	5100	..	5100
4945	250	5195	5250	..	5250
5115	250	5365	5400	..	5400
5285	250	5535	5550	..	5550

*Subject to a minimum of Rs. 75 and a maximum of Rs. 250.

APPENDIX III

FIXATION OF PAY IN THE TIME BOUND GRADES

Illustration No. 1

[Para 9 (x) (b) (i) of the Scheme for Time Bound Higher Grades]

A Lower Division Clerk entered in Service on 1-3-1981 drawing a pay of Rs. 1075 in the scale of Rs. 825-1290 from 1-7-1991 was granted Higher Grade in the scale of Rs. 950-1590 and his pay was fixed at Rs. 1130 on 1-7-1991. As he has not completed 12 years of service on the date of option on 1-3-1992, his pay shall be fixed as shown below:

1. Pay in the scale of Rs. 825-1290 on 1-3-1992	Rs. 1075.00
2. 7% fitment	Rs. 75.00
3. Total	Rs. 1150.00
4. Next Stage in the revised scale of Rs. 950-20-1150-25-1500 on 1-3-1992	Rs. 1175.00

The pay will be stepped up to Rs. 1200 on account of accrual of increment in the existing scale on 1-7-1992. On completion of 12 years of service and on his option for Higher grade, he will be granted the Higher Grade in the scale of Rs. 975-25-1150-30-1660 as specified in the Table in Para 8 of the scheme for Higher Grades. His pay will be fixed as follows by applying Rule 28A Part I KSR.

1. Pay in the scale of Rs. 950-1500 on 1-7-1993	Rs. 1225.00
2. Notional Increment	Rs. 25.00
3. Pay notionally arrived at	Rs. 1250.00
4. Next stage in the higher scale on Rs. 975-1660 on 1-7-1993	Rs. 1270.00

As he is not eligible for any refixation under Rule 28A Part I KSR, he will be getting the next increment only on 1-7-1994.

Illustration No. 2 [Para 9 (x) (b) (ii)]

An Assistant Engineer entered in service on 1-5-1974, who has enjoyed the 10 years Higher Grade on 16-9-1985 in the pre-revised scale of Rs. 1150-2270 is drawing a pay of Rs. 2555 in the scale of Rs. 1650-60-1830-80-2470-85-2725-100-2925-125-3175 from 1-9-1991. He has opted the revised scale w. c. f. 1-3-1992 and hence his pay may be fixed as shown below:—

1. Pay in the pre-revision scale of Rs. 1650-3175 on 1-3-1992	Rs. 2555.00
2. 7% fitment	Rs. 179.00
3. Total	Rs. 2734.00
4. Next stage in the revised scale of Rs. 2200-75-2800-100-3500 on 1-3-1992	Rs. 2800.00

The pay on the normal date of increment in the lower post on 1-9-1992 may be stepped upto Rs. 2900 in the revised scale of Rs. 2200-3500. On completion of 24 years service he will be granted the Second Higher Grade in the scale of Rs. 2500-75- 2800-100-4000 on the date on which he is completing 24 years or on the date of option for Higher Grade, the pay will be fixed by applying Rule 28A Part I KSR.

Para 9 (x) (b) (iii)

A Lower Division Clerk entered in service on 1-4-1969 drawing a pay of Rs. 1650 in the 2nd Higher Grade Scale of Rs. 1050-25-1100-30-1250-40-1590-60-1830 from 1-7-1991 has opted the revised scale with effect from 1-3-1992. As he has already enjoyed the 20 years Higher Grade and has not completed 24 years of total service, he may be fitted in the revised scale of the 12 years Higher Grade on Rs. 975-25-1150-30-1660 with effect from the date of option on 1-3-1992 and his pay may be fixed as shown below as per pay fixation rules:

1. Pay in the pre-revision scale of Rs. 1050-1830 on 1-3-1992	Rs. 1650.00
2. 7% fitment	Rs. 116.00
3. Total	Rs. 1766.00
4. Pay fixed in the revised scale of 12 year Higher Grade on Rs. 975-25-1150-30-1660 on 1-3-1992	Rs. 1660.00 + 106 (pp)

As he has completed 24 years of total service on 1-4-1993 his pay in the 24 years Higher Grade on Rs. 1400-40-1800-50-2300 may be fixed at Rs. 1760 being the lower stage of the scale and, the difference of Rs. 6 will be retained as personal pay on 1-4-1993 by applying Rule 30 Part I KSR.

Para 9 (x) (b) (iv)

A Junior Public Health Nurse entered in service on 1-4-1962 drawing a pay of Rs. 2150 from 1-7-1991 in the 3rd Higher Grade for 25 years in the scale of Rs. 1250-40-1530-60-1830-80-2230 has opted the revised scale from 1-3-1992. As she has already enjoyed the 25 years Higher Grade, she may be fitted in the revised scale of 24 years Higher Grade on Rs. 1400-40-1600-50-2300-60-2600 with effect from the date of option on 1-3-1992 and her pay may be fixed as shown below as per Pay Fixation Rules—

1. Pay in the scale of Rs. 1250-2230 on 1-3-1992	Rs. 2150.00
2. 7% fitment	Rs. 151.00
3. Total	Rs. 2301.00
4. Next stage in the revised scale of Rs. 1400-40-1600-50-2300-60-2600 on 1-3-1992	Rs. 2360.00

This pay of Rs. 2360 will be stepped up to Rs. 2420 on the normal date of increment in the pre-revision scale on 1-7-1992 and the normal date of next increment will be on 1-7-1993.

APPENDIX IV

List of Classification of Cities, Municipalities etc.

(vide para 15.2 of the G.O.)

I. B2 Class Cities (Urban Agglomeration) (referred to in column 2 of the Table)

1. Thiruvananthapuram (U.A)
2. Kochi (U.A)
3. Kozhikode (U.A)

II. C Class Cities (referred to in column 3 of the Table)

- | | |
|-------------------|-----------------|
| 1. Alappuzha | 9. Kollam |
| 2. Vadakara | 10. Kasaragode |
| 3. Kannur | 11. Thiruvalla |
| 4. Changanacherry | 12. Thrissur |
| 5. Kayamkulam | 13. Kanhangad |
| 6. Kottayam | 14. Payyannur |
| 7. Manjeri | 15. Ponnani |
| 8. Palakkad | 16. Taliparambu |

III. District Headquarters, Municipal Towns, Taluk Headquarters and Townships other than B2 and C Class cities.

(referred to in column 4 of the Table)

- | | |
|----------------------------|--------------------|
| 1. Pathanamthitta | 34. Eloor |
| 2. Idukki—Painavu | 35. Perinthalmanna |
| 3. Malappuram | 36. Quilandi |
| 4. Wayanad—Kalpetta | 37. Koothuparambu |
| 5. Neyyattinkara | 38. Kalamassery |
| 6. Varkala | 39. Adoor |
| 7. Punalur | 40. Pathanapuram |
| 8. Chengannur | 41. Kunnathoor |
| 9. Pala | 42. Ranni |
| 10. Aluva | 43. Kuttanad |
| 11. Perumbavur | 44. Peerumedu |
| 12. Kothamangalam | 45. Devikulam |
| 13. Thripunithura | 46. Kunnathunadu |
| 14. Irinjalakuda | 47. Thajappilly |
| 15. Chalakudy | 48. Chirayinkeezhu |
| 16. Chavakkad | 49. Kottarakara |
| 17. Shornur | 50. Karunagappally |
| 18. Tirur | 51. Kozhencherry |
| 19. Attingal | 52. Mallappally |
| 20. Paravur | 53. Ambalappuzha |
| 21. Cherthala | 54. Karthikappally |
| 22. Mavelikara | 55. Meenachil |
| 23. Vaikom | 56. Udumbanchola |
| 24. Thodupuzha | 57. Kanayannoor |
| 25. North Paravoor | 58. Mukundapuram |
| 26. Muvattupuzha | 59. Alathur |
| 27. Angamaly | 60. Vythiri |
| 28. Kunnankulam | 61. Mananthavady |
| 29. Kodungallur | 62. Kanjirappally |
| 30. Guruvayoor (Township) | 63. Mannarghat |
| 31. Chittur—Thathamangalam | 64. Ernad |
| 32. Nedumangad | 65. Sulthanbathery |
| 33. Ottappalam | 66. Hosdurg |