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GOVERNMENT OF KERALA

Abstract

PAY—REVISION OF PAY SCALES—REPORT OF THE THIRD KERALA PAY COMMISSION—  
ORDERS—ISSUED

FINANCE DEPARTMENT

G. O. (P) 850/78/Fin.

Dated, Trivandrum, 16th December 1978

Read;—(i) G.O.(P) 346/77/Fin. dated 9-9-1977.

(ii) G.O.(P) 390/77/Fin. dated 7-10-1977.

ORDER

The Government in their order read as first paper above, set up a Pay Commission, with the following terms of reference:

(a) To review the present structure of scales of pay, dearness allowance and other compensatory allowances of Government employees and the teaching and non-teaching staff of aided schools and colleges and recommend such changes as are necessary and feasible for the rationalisation and simplification of the structure of pay scales and allowances.

(b) To examine whether there is need for revision in the scales of pay and emoluments of any section of employees and if so to suggest appropriate revised scales and the criteria for fixation of pay on revision, for such categories.

(c) To examine whether the existing chances for promotion or grades in any category of services (including the teaching and non-teaching staff of aided schools and colleges) are inadequate and to suggest remedies wherever necessary.

(d) To make a broad assessment of:

(i) the financial implications of the Commission's recommendations, and

(ii) the extent to which financial resources are available to the State Government for meeting that commitment.

Shri N. Chandrabhanu, former Chief Secretary to Government was accordingly appointed as the Pay Commission. Subsequently, as per the G. O. second cited, the terms of reference were modified to include the employees of Local Bodies also. The Commission submitted its report to Government on 11-9-1978. After carefully considering the recommendations of the Commission, Government are pleased to issue the following orders:

A. Scales of Pay

(i) Structure of the revised scales of pay

A list of the revised scales of pay approved by Government is given in Annexure I. In the revised scales, the element of D. A. admissible for the 12 monthly average of the cost of living index at 272 points (1960 = 100), — i.e., the rate of D. A. admissible to the employees for the period prior to 1-9-1975—has been merged. Even after merger of D. A. at 272 points, the maximum pay is retained at the existing level of Rs. 2250. In the existing scales, biennial increments are allowed at the last stages of each scale. This system has been dispensed with and in the revised scales, there will be only annual increments, except in the highest scale. The number of scales stands reduced from 37 to 29.

(ii) Evaluation and rationalisation of the existing scales

The Commission has examined the adequacy or otherwise of the existing scales of pay for the various categories of posts and recommended revised scales. Government accept the evaluation made by the Commission and the revised scales of pay assigned to the various categories of posts. The revised scales of pay approved for the posts in the various Departments are given in Annexure II. These scales will replace the existing structure and pattern of pay scales of Government employees.

4/4483/MC.

(iii) *Grouping of heads of Departments*

The Commission has made a grouping of the Heads of Departments in the State for purpose of allotting revised scales. This grouping is on the basis of an assessment made by the Commission having regard to the size and importance of the department, qualifications and experience required and the prevailing hierarchical structure of each department. Government accept the recommendations of the Commission regarding the revision of scales of pay of Heads of Departments.

(iv) *Incremental rates*

In the revised scales, the incremental rates have been generally improved. Against the minimum increment of Rs. 3 in the existing scale, the revised scale carries a minimum increment of Rs. 5. The maximum increment in the existing scale is Rs. 50 with the exception of the annual increment of Rs. 125 in the scale of pay of Selection Grade District Judges (Rs. 2000-125-2250). In the revised scales, the maximum annual increment is fixed at Rs. 75. In the revised scale of Rs. 2000-2250, the increment of Rs. 125 will be admissible only once in two years.

(v) *Formula for fixation of pay*

The principle of weightage based on number of years of total service will be adopted. The scale of weightage is as follows:—

(a) One advance increment to those who have put in a total service of *Ten* years and above but below twenty years.

(b) Two advance increments to those who have put in a total service of *Twenty* years and above. In either case, the monetary effect of weightage will be limited to a ceiling of Rs. 50.

The existing pay plus D. A. for 272 points appropriate to that pay will be reckoned as emoluments for purpose of fixing pay in the revised scale. If the emoluments including weightage, if any admissible, is a stage in the revised scale, pay will be fixed at that stage and if it is not a stage, pay will be fixed at the next stage. While fixing pay in the revised scale, each employee shall be ensured a minimum increase of Rs. 25 irrespective of whether weightage is admissible or not. Detailed rules for fixation and option are given in Annexure III. The rates of D.A. admissible at 272 points to be merged in pay are shown in Annexure IV.

**B. Allowances and other additions to pay**(i) *Dearness allowance*

The Commission has recommended the continuance of the existing practice of allowing all State Government employees D. A. based on the pattern of D. A. allowed to Central Government employees—i.e., one instalment of D. A. for every 8 point increase in the 12 monthly average in the cost of living index. The present rates of Central D. A. are: 3½% of pay subject to a maximum of Rs. 10 for those drawing pay upto Rs. 300 and 2½% of pay subject to a minimum of Rs. 10 and a maximum of Rs. 20 for those drawing pay above Rs. 300 for every 8 point increase in the cost of living index beyond 272 points. Since the revised scales of pay are inclusive of D. A. admissible at 272 points, the percentage of D. A. allowed by the Government of India in relation to their pay scales, which are based on 200 points of index, cannot be adopted as such. Revised rates of D. A. for the increase in the cost of living index beyond 272 points, will be at the following rates:—

<i>Pay</i>	<i>D. A. for every 8 point increase in the cost of living index beyond 272 points.</i>
Upto Rs. 400 in the revised scale	2½% of pay.
Above Rs. 400	2% of pay subject to a minimum of Rs. 10 and a maximum of Rs. 20.

The existing cycle of operation of D. A. as admissible to the Central Government employees will continue. The condition that pay plus D. A. shall not exceed Rs 2400 will also continue to be operative. On this basis, the revised rates of D. A. from the date of revision of pay scales will be as follows:

Pay upto and including Rs. 400	15% of the pay.
Pay from Rs. 401 to 1000 (inclusive)	12% of the pay subject to a minimum of Rs. 60.
Pay from 1001 to 2250 (inclusive)	Rs. 120.

(ii) *House Rent Allowance*

The revised rates of H. R. A. applicable to the State employees will be as shown below:

	<i>Rate per mensem</i>
(a) Employees working within the limits of the City Corporations of Trivandrum, Cochin and Calicut.	8% of pay subject to a maximum of Rs. 50.
(b) Employees working at other places like Municipal towns, Taluk headquarters, etc., where House Rent Allowance is now admissible.	6% of pay subject to a maximum of Rs. 30.
(c) All other places.	Rs. 10.

The above rates are not applicable to Police, Jails and Fire Force personnel, for whom separate rates of H.R.A. are sanctioned under "Allowances to Police Personnel". Those who are provided with Government Quarters or are in receipt of any allowance in lieu thereof will not be eligible for H. R. A.

(iii) *Special pay*

The Commission has made a review of the existing special pay attached to the various posts/ admissible to the various categories of employees. In certain cases withdrawal of the existing special pay has been suggested. The Commission has also recommended that wherever special pay is now allowed as a percentage pay, it may be converted as fixed/specified amounts. Government accept these recommendations of the Commission. The revised rates of special pay applicable to the various categories of employees are given in Annexure V. In cases where reduction or discontinuance of Special pay will involve reduction in the existing total emoluments (Pay + Special pay + D. A.) of an employee, after fixation of pay in the revised scale, the difference between the emoluments after pay fixation (Revised pay + Special pay + D. A.) and the existing emoluments will be allowed as personal pay, so long as the employee continues in the same post.

(iv) *Deputation Special Pay*

In regard to deputation special pay also (from one Department to another) the percentage system will be replaced by fixed amounts. The new rates will be as under:

<i>Minimum of the revised scale of pay of the posts from which deputation is made.</i>	<i>Rate of deputation allowance (Special pay)</i>
	Rs.
Where the minimum of the scale of pay is below	
Rs. 330	25
From Rs. 330 to Rs. 449.	50
From Rs. 450 to Rs. 569	75
From Rs. 570 to Rs. 649	100
From Rs. 650 to Rs. 799	125
From Rs. 800 to Rs. 1124	150
From Rs. 1125 to Rs. 1449	175
From Rs. 1450 and above	200

In regard to special pay on deputation to foreign service, separate orders will be issued.

(v) *Special pay to Cashiers/Peons deputed for Treasury work*

In offices where the number of employees is not less than 75 and the cash actually handled in a month is not less than Rs. 50,000, the persons handling cash (Cashier) will be given a Special pay of Rs. 50 per mensem. In an office, only one person will be eligible for this special pay. If a Peon, in such offices attends to treasury duty in addition to his normal work, he will be eligible for a special pay of Rs. 20 p. m. for the extra work. Specific Government sanction should be obtained in each case for granting this special pay.

(vi) *Compensatory allowance*

The Commission has made a review of the existing rates of compensatory allowances paid to the various categories of employees and recommended revised rates. Government accept the recommendations of the Commission. The revised rates of Compensatory allowance are detailed in Annexure VI.

(vii) *Non-practicing allowance:*

The existing rates of non-practicing allowance as indicated in Annexure VII will continue.

(viii) *Risk Allowance/Compensatory allowance*

The revised rates of risk-allowance/compensatory allowance payable to employees are given in Annexure VIII. The benefit will be extended to the staff in the Forensic Science Laboratory under the Police Department as well.

(ix) *Allowance for uniforms*

Government accept the recommendations of the Commission regarding supply of uniforms. A statement showing the scale of supply of uniforms and the rates of uniform allowance for the various categories of employees is given in Annexure IX. Peons, other than those specifically indicated in the statement, will not be supplied uniforms hereafter.

The rate of stitching charges, will be enhanced from Rs. 8 to Rs. 10 per set of uniform.

(x) *Washing allowance*

The rate of washing allowance will be enhanced from Rs. 4 to Rs. 5 per mensem. The present rate of washing allowance of Rs. 7 p.m. allowed to the Nursing Staff in the Health Services Department and Departments of Indigenous Medicine and Homoeopathy will however continue.

(xi) *Travelling allowance*

The Commission has made several recommendations for revision of T.A. rates, simplification of rules, classification of officers etc. These will be examined separately and orders issued.

(xii) *P. T. A./P. C. A.*

The Commission has reviewed the existing rates of P. T. A./P. C. A. giving due consideration for factors like the area of jurisdiction, the minimum number of days to be toured, availability of vehicles, intensity and requirement of travel etc., Government accept the revised rates of P. T. A./P. C. A. recommended by the Commission. A statement showing the rates of P. T. A./P. C. A. that are sanctioned to the various categories of staff under these orders is given in Annexure X.

(xiii) *Project allowance*

The suggestions made by the Commission for revision of rates of project allowance will be examined and orders issued separately.

(xiv) *Allowances to Police personnel*(a) *Smartness allowance.*

The revised rates of smartness allowance will be as under:

Armed Police Inspector/Reserve Inspector	}	Rs. 8 p.m.
Armed Police Sub Inspector/Reserve Sub Inspector		
Assistant Sub Inspector/Head Constable/Havildar		
Police Constable/Naik/Lance Naik		
Police Constable Driver (except in special Units)		
H. C. Driver (do.)		
Camp Followers		Rs. 5 p.m.

(b) *Traffic point duty allowance*

The allowance of Rs. 2 p.m. given to P. Cs. and H. Cs. posted for traffic point duty will be enhanced to Rs. 4 p.m.

(c) *Reserve allowance*

The existing rates will continue without change.

(d) *Kit allowance (clothing allowance)*

In view of the increase in the rates of smartness allowance, kit allowance will be discontinued.

(e) *Cycle allowance*

The existing rate of Rs. 5 for H. Cs. and P. Cs. will continue.

(f) *House rent allowance*

The rates of H. R. A. will be revised as shown below:

Sub Inspector of Police	Rs. 85 (Corporation area)
	Rs. 50 (Municipal area)
	Rs. 35 (Rural area)
Assistant Sub Inspector	Rs. 75 (Corporation area)
	Rs. 45 (Municipal area)
	Rs. 30 (Rural area)
Head Constable	Rs. 65 (Corporation area)
	Rs. 40 (Municipal area)
	Rs. 25 (Rural area)
Police Constable	Rs. 45 (Corporation area)
	Rs. 30 (Municipal area)
	Rs. 20 (Rural area)

For Circle Inspector of Police, H. R. A. is fixed as 7 1/2% of the pay, subject to the minimum of the rate of H. R. A. for Sub Inspector of Police, stationed in the respective areas. The above rates will be applicable to the Fire Force Personnel of corresponding ranks and also to the Jail executive staff who are now in receipt of H. R. A. in lieu of rent free quarters.

(g) *Day off allowance*

The existing rates will be enhanced to Rs. 4 for P. Cs. and H. Cs., Rs. 5 for Assistant Sub Inspectors and Rs. 6 for Sub Inspectors. The benefit will be extended to the technical personnel such as Mechanics in the M. S. P. Range and Workshops and Camp Followers also in the Police Department.

(h) *Allowances towards electricity and water charges*

The system of payment of a monthly allowance towards electricity and water charges to officers eligible for free consumption of electricity and water under the existing orders will be introduced. The rate of allowance will be Rs. 5 p.m. for H. Cs. and Rs. 4 p.m. for P. Cs.

**C. Improvement of Promotional Avenues:**

(a) The Commission has reviewed the promotional avenues of all categories of employees. In several areas, the Commission has made specific recommendations for improvement of existing ratios, grades, grant of new grades and higher scales of pay. Government accept the recommendations made by the Commission in this regard. The benefits accruing to the various categories of employees are indicated at the appropriate places in Annexure II.

(b) *Supervisory and Ministerial staff*

In order to better the promotion prospects of ministerial staff in general and also to make the supervision more effective, the existing span of control will be revised as follows:

(1) There will be one post of Head Clerk for 4 to 6 Clerks in each Office.

(2) There will be one post of Junior Superintendent for 7 to 10 Clerks in an office.

- (3) The number of Senior Superintendents will continue to be determined as at present i.e., according to administrative requirements in the offices of the heads of departments.
- (4) The present practice of U. D. Clerks supervising the work of 3 or 4 clerks will be discontinued. In offices having three or less number of clerks, the supervision will be done by the head of office himself. The existing system of payment of supervision allowance to U. D. Clerks will also be discontinued.

#### D. Other Matters:

##### (i) *Emoluments of Part-time contingent employees*

The emoluments of part-time contingent employees will be revised as Rs. 100, Rs. 105 and Rs. 110 respectively (against the existing Rs. 65, Rs. 70 and Rs. 75), with a uniform rate of D. A. of Rs. 18 p.m.

Whenever one instalment of D. A. is allowed for full-time employees in future, part-time employees will be allowed an increase of Rs. 3 in D. A.

##### (ii) *Employees of Local Bodies*

The employees of local bodies will also be allowed revision of scales of pay—vide details given in Annexure II.

##### (iii) *Retirement benefits*

The suggestions made by the Commission in regard to improvement of retirement benefits of the employees and relief to pensioners will be examined in detail and orders issued separately.

##### (iv) *Medical benefits*

The Commission has suggested simplification of the existing medical benefit rules of employees. This will be examined by the Health Department and orders issued separately.

#### E. General:

(i) These orders will have effect from 1-7-1978.

(ii) The revised scales of pay and other benefits sanctioned in this order will be applicable to all full time State Government employees, aided school and private college staff, including those employed in private polytechnics and also employees of Local Bodies.

(iii) Where the existing rates of compensatory allowances, P. T. A. and P. C. A. have been reduced or discontinued, the recovery relating to the period prior to 1-12-1978 will not be effected.

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

(v) If in any case it is found by the authority competent to approve the pay fixation statement that the option exercised by an employee is invalid on account of his reversion before the date of effect of option, such authority may ask the employee to forward re-option within one month from the date of intimation and accept the re-option if received within the time limit. If the re-option is not received within the stipulated time, the employee will be deemed to have opted the revised scale with effect from 1st July, 1978.

(vi) Arrear claims preferred in pursuance of these rules will be paid without pre-audit in relaxation of Article 53, Kerala Financial Code Volume I.

(vii) The Departmental Officers, including Heads of Departments who inspect their subordinate offices, will check as far as possible, all cases of fixation of pay in the revised scales and indicate in the Service Books of the persons concerned the fact of having checked the pay fixation.

In cases where fixation is found to be incorrect, the checking officer should record in the Service Books concerned that instructions have been given to the concerned officers to rectify the defects. In the departments where there are arrangements for internal audit, the audit staff shall review the fixation of pay, verify the entries in the Service Book and record the fact therein.

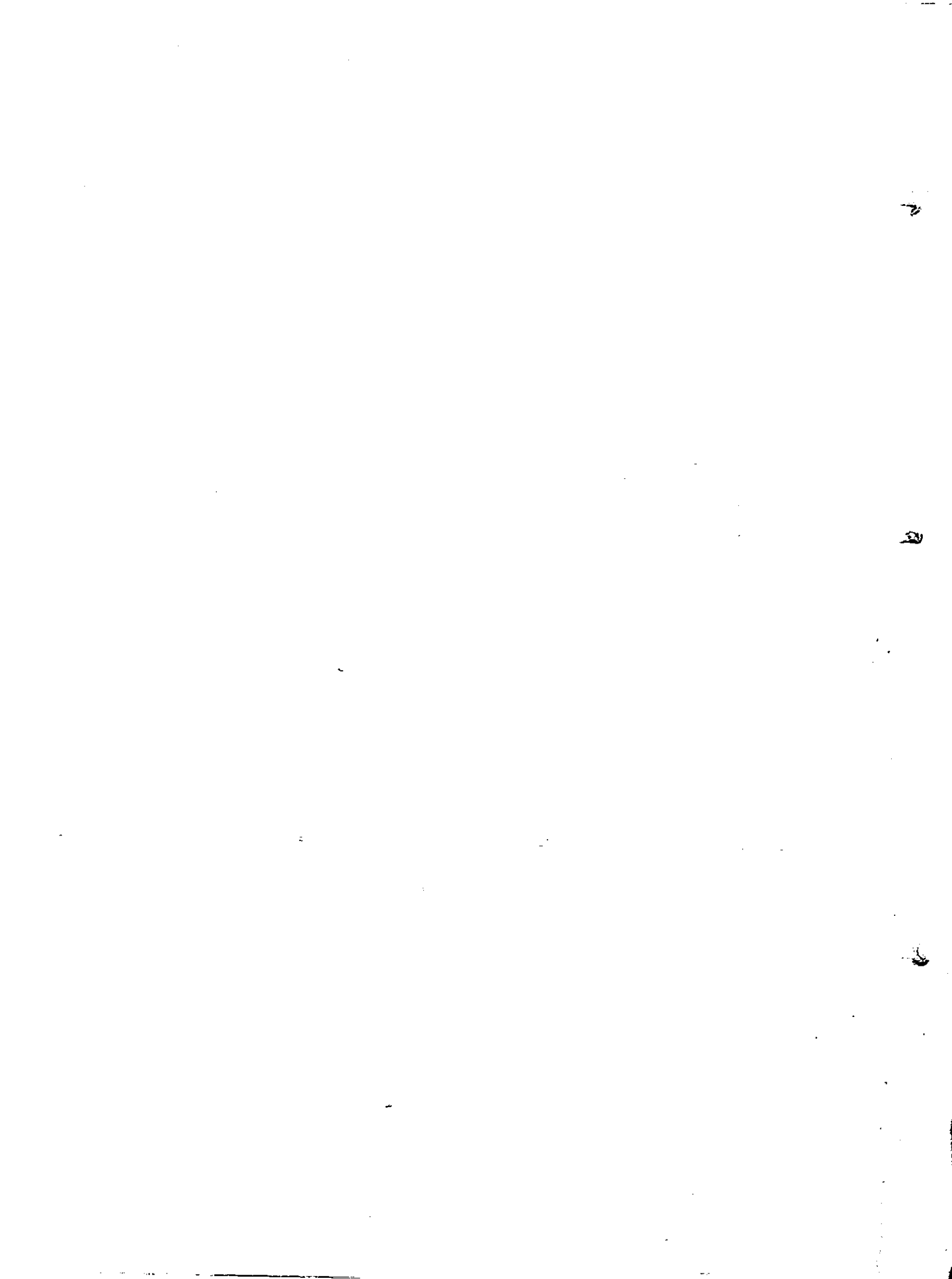
(viii) Recoveries will be insisted upon in cases where overpayments are made on account of wrong fixation. If an officer competent to fix pay under these orders or approve the pay fixation or countersign the option statement has any doubt in the application of these rules he shall seek clarification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

By order of the Governor,

K. V. RABINDRAN NAIR,  
*Special Secretary (Finance).*

To

All Heads of Departments and Offices.  
All Departments (All sections) of the Secretariat.  
The Accountant General, Kerala, Trivandrum.  
The Secretary, Kerala Public Service Commission (with C.L.)  
The Registrar, University of Kerala/Cochin/Calicut (with C.L.)  
The Registrar, Kerala Agricultural University, Trichur (with C. L.)  
The General Manager, Kerala State Road Transport Corporation, Trivandrum (with C.L.)  
The Secretary, Kerala State Electricity Board, Trivandrum (with C. L.)  
The Registrar of High Court, Ernakulam (with C. L.)  
All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.  
The Secretary to Governor.  
The Private Secretaries to the Chief Minister and other Ministers.  
The Under Secretary to the Chief Secretary.





REVISED SCALES OF PAY

- 1. 280-5-340-6-400 (22 years) *class 10*
- 2. 290-5-330-6-390-7-425 (23 years)
- 3. 300-6-360-7-402-8-450 (22 years)
- 4. 310-6-328-7-356-8-436-9-490 (23 years)
- 5. 330-8-410-9-455-10-515 (21 years)
- 6. 340-8-380-9-425-10-535 (21 years) *235 - 395*
- 7. 350-10-460-12-580 (21 years) *240 - 395*
- 8. 370-10-450-12-510-15-600 (19 years)
- 9. 390-12-438-13-490-15-685 (21 years) ✓ *250 - 410*
- 10. 420-13-485-15-635-17-720 (20 years) ✓ *275 - 500*
- 11. 450-15-525-16-605-18-785 (20 years) *285 - 500*
- 12. 470-16-550-18-730-20-830 (20 years) *320 - 500*
- 13. 520-18-700-20-800-25-900 (19 years) ✓ *340 - 500*
- 14. 535-18-625-20-825-25-950 (20 years) ✓ *365 - 500*
- 15. 570-20-670-25-920-30-1070 (20 years) ✓ *405 - 600*
- 16. 600-20-660-25-860-30-1100 (19 years) ✓ *410 - 700*
- 17. 650-25-850-30-1150 (18 years) ✓ *450 - 700*
- 18. 700-25-800-30-890-35-1030-40-1270 (17 years) ✓ *450 - 800*
- 19. 750-30-990-40-1150-50-1450 (18 years) ✓ *460 - 800*
- 20. 800-30-830-40-950-50-1550 (16 years) ✓ *475 - 900*
- 21. 910-40-950-50-1550 (13 years) ✓ *500 - 835*
- 22. 975-50-1325-60-1625 (12 years) *750 - 1250* ✓ *510 - 900*
- 23. 1125-60-1725 (10 years) } *800 - 1450*
- 24. 1200-60-1800 (10 years) } *class*
- 25. 1300-60-1600-75-1900 (9 years) ✓ *910 - 1050*
- 26. 1450-75-2050 (8 years) ✓ *1050 - 1550*
- 27. 1650-75-2175 (7 years) ✓ *1100 - 1600*
- 28. 1800-75-2250 (6 years) ✓ *1100 - 1700*
- 29. 2000-125/2-2250 (4 years) ✓ *1600 - 1700*

## ANNEXURE—II

## SCHEDULE OF PAY SCALES

## I. COMMON CATEGORIES OF POSTS\*

Designation of post	Existing scale of pay	Revised scale of
	Rs.	Rs.
Administrative Officer Grade I	950-1450	1200-1800
Administrative Officer Grade II	710-1200	910-1550
Finance Officer	950-1450	1200-1800
Financial Assistant Grade I	710-1200	910-1550
Financial Assistant Grade II	560-1100	750-1450
Divisional Accountant	435-835	570-1070
Senior Superintendent (and equated posts)	495-835	650-1150
Junior Superintendent (and equated posts)	405-660	520-900
Fair-Copy Superintendent	330-575	450-785
Head Clerk/Head Accountant (and equated posts)	330-575	450-785
Upper Division Clerk		
Upper Division Accountant		
Accountant		
Senior Accountant		
Store Clerk (Upper Division)		
Auditor		
Senior Clerk		
Store Keeper		
Clerk-cum-Accountant		
General Store Keeper	275-525	390-685
Cashier		
Assistant Store Keeper		
Store Assistant		
Accountant		
Clerk-cum-Store Keeper		
Steward Clerk		
Clerk-cum-Cashier		
Store-cum-Record Keeper		
Lower Division Clerk		
Record Keeper		
Store Clerk		
Copying Clerk		
Accountant		
Clerk-cum-Cashier		
Accounts Clerk		
Assistant Cashier Clerk		
Store Keeper		
Clerk-cum-Store-Keeper		
Library Clerk		
Cashier-cum-Clerk		
Auditor	230-385	330-515
Record-cum-Store Keeper		
Assistant Store Keeper		
Tally Clerk		
Store Assistant		
Clerk Steward		
Cashier		
Store-Keeper-cum-Clerk		
Clerk-cum-Accountant		
Junior Accountant		
Stenographer (Senior Grade) **	465-775	600-1100
Stenographer Grade I		
Steno-Typist Grade I	325-660	450-785

\* Other than those specially mentioned under the concerned Departments.

\*\* The present ratio of 2:5:14 among Stenographer (Senior Grade), Grade I and Grade II will be modified as 2:7:12.

Designation of post	Existing scale of pay	Revised scale of pay
	Rs.	Rs.
Stenographer Grade II	240-540	350-580
Steno-Typist Grade II		
Typist-cum-Stenographer		
Typist (Senior Grade)	330-575	450-785
Upper Division Typist		
Language Typist (U. D.)	275-525	390-685
Head Typist		
Lower Division Typist	230-385	330-515
Language Typist (L. D.)		
Malayalam Typist		
Clerk-cum-Typist		
Typist-cum-Clerk		
Clerk-Typist		
Typist-Clerk		
Driver Grade I	240-445	350-580
Driver Grade II	215-370	310-490
Binder Grade I	240-445	350-580
Binder Grade II	215-370	310-490
Cinema Operator	215-370	310-490
Chief Operator (Audio-Visual) Health Services	275-525	420-720
Driver-cum-Operator	230-385	370-600
Projectionist		
(and similar categories)		
Artist/Photographer/	215-370	350-580
Artist-cum-Photographer	230-385	
(and similar categories)	240-445	
	275-525	420-720
	330-575	
	405-660	520-900
	410-715	
Chief Photographer (Police, Agriculture and Public Relations)	510-995	700-1270
<i>Common pool of Librarians</i>		
Librarian Grade I	535-835	700-1270
Librarian Grade II	410-715	535-950
Librarian Grade III	285-540	420-720
Librarian Grade IV	240-445	350-580
Attenders/Clerical Attender/Technical Attenders/	200-285	300-450*
Clerical Assistant (and similar categories)	215-370	310-490
<i>Miscellaneous categories</i>		
Oil Engine Driver	215-370	310-490
Driver-cum-Mechanic		
Driver Mechanic		
Motor Boat Driver		
Jeep Driver		
Van Driver		
Driver-cum-Cleaner		
Boat Driver		
Engine Driver		
Lorry Driver		
Motor Driver		
Loco Driver		
Ambulance Driver		
Tractor Driver		
Roller Driver		
Mechanic		
Workshop Mechanic		
Motor Mechanic		
Fitter		

\*\* The present ratio of 2:5:14 among Stenographer (Senior Grade), Grade I and Grade II will be modified as 2:7:12.  
 A higher grade on Rs. 310-490 on a ratio of 1 : 4 based on a pool system will be given to Attenders. Orders on this will be issued separately.

Designation of post	Existing scale of pay	Revised
	Rs.	
Senior Fitter	215-370	310
Head Fitter		
Carpenter		
Welder		
Blacksmith		
Electrician		
Plumber		
Attender		
Store Attender		
Record Attender		
Clerical Attender	210-340	300-
Syrang		
Mechanic		
Workshop Mechanic		
Plumber	200-285	290-4
Carpenter		
Fitter		
Carpenter-cum-Blacksmith		
Blacksmith		
Stencil Operator		
Roneo Operator		
Duplicator Operator		
Duffadar	196-265	280-40
Mochee		
Last Grade Employees Grade I		
Lift Operator		
Last Grade Employees		

## II. DEPARTMENTS

### I. SECRETARIAT

#### (a) Government Secretariat

##### Administrative Secretariat

Additional Secretary	1150-1650+	1450-2050
Additional Director (KIPA)		
Additional Secretary & Chief Electoral Officer		
Joint Secretary	1050-1550	1300-1900
Deputy Secretary		
Special Officer, L & SW Department	950-1450	1200-1800
Deputy Secretary & Deputy Chief Electoral Officer		
Under Secretary		
Under Secretary & Assistant Electoral Officer	710-1200	910-1550
Language Expert		
Section Officer	710-1200	910-1550
Cashier		
Chief Reception Officer	495-835	650-1150
Translator		
Section Officer, Office of the Special Representative, New Delhi		
Assistant Protocol Officer	495-835	
	495-835	

Revised scale Rs.	Designation of post	Existing scale of pay	
		Rs.	Rs.
	Office Superintendent	465-775	600-1100
	Cypher Assistant	465-775	600-1100
	Senior Grade Assistant	410-715	535-950
	Assistant Grade I	285-550	420-720
310-490	Assistant Grade II	240-445	350-580
	Senior Grade Typist	410-715	535-950
	Upper Division Typist	285-550	420-720
	Lower Division Typist	240-445	350-580
	Assistant Cashier	410-715	535-950
	Malayalam Translator	410-715	535-950
	Garden Supervisor	330-575	450-785
	Sergeant	330-575	450-785
300-450	Reception Officer	285-550	420-720
	Malayalam Translator	285-550	420-720
	Chauffeur	240-445	350-580
	Chauffeur	215-370	310-490
	Motor Cycle Orderly	215-370	310-490
	Nottam	210-340	300-450
	Head Gardener	200-285	290-425
290-425	<i>Kerala Institute of Public Administration</i>		
	Principal, Kerala Institute of Public Administration		
	Assistant Director (Training)	710-1200	910-1550
280-400	Assistant Director	710-1200	910-1550
	Lecturer	600-1200	800-1550
	Section Officer	495-835	650-1150
		495-835	650-1150
	<i>Personnel from other departments</i>		
	Chief Security Officer (Deputy Superintendent of Police)		
	Assistant Chief Security Officer (Sub Inspector of Police)	600-1200,	800-1550
	Agricultural Specialist	345-580	470-830
		1050-1550	1300-1900
0-2050			
Rs. 200	<b>Finance Secretariat</b>		
0-2050	Additional Secretary	1150-1650+	1450-2050+
Rs. 200		Special pay	Special pay
Rs. 100		Rs. 200	Rs. 200
0-1800	Chief Technical Examiner	1400-1900	1800-2250
10-1800	Joint Secretary	1050-1550	1300-1900
	Deputy Secretary	950-1450	1200-1800
	Executive Engineer	850-1450	1125-1725
	Technical Officer	850-1450	
	Under Secretary	710-1200	
-1350	Accounts Officer	560-1100	910-1550
	Assistant Engineer	560-1100	750-1450
	Technical Assistant	560-1100	750-1450
-1550	Section Officer	495-835	
	Confidential Assistant to the Finance Secretary	495-835	650-1150
	Office Superintendent	465-775	600-1100
	Assistant Technical Officer	465-775	600-1100
1150	Junior Engineer	465-775	
	Divisional Accountant	435-835	570-1070
	Senior Grade Assistant	410-715	535-950

Designation of post	Existing scale of pay Rs.	Revised scale of pay
Assistant Grade I	285-560	420-720
Assistant Grade II	240-445	350-580
Senior Grade Typist	410-715	535-950
U. D. Typist	285-550	420-720
L. D. Typist	240-445	350-580
U. D. Compiler	275-525	390-685
<b>Data Processing Centre</b>		
System Analyst-cum-Programming Officer	560-1100	750-1450
Programmer	560-1100	750-1450
<b>Law Secretariat</b>		
*Law Secretary	1400-1900+	1800-2250
*Additional Secretary	Spl. pay Rs. 200 1150-1650+	Spl. pay Rs. 20 1450-2050
Joint Secretary	Special pay Rs. 200	Special pay Rs. 200
Special Officer	1050-1550	1300-1900
Deputy Secretary	950-1450	1200-1800
Deputy Secretary (Suits)	850-1450	1125-1725
Under Secretary	710-1200	910-1550
Head Translator		
Additional Head Translator		
Section Officer		
Librarian		
Malayalam Translator		
Senior Tamil Translator	495-835	650-1150
Confidential Assistant to Law Secretary		
Senior Kannada Translator		
Higher Grade Tamil Translator	410-715	535-950
Higher Grade Kannada Translator		
Legal Assistant Grade I	410-715	535-950
Legal Assistant Grade II	285-550	420-720
Assistant Translator Kannada	285-550	420-720
Assistant Translator Tamil		
<b>(b) Governor's Secretariat</b>		
Private Secretary to the Governor	710-1200	910-1550
Public Relations Officer	710-1200	910-1550
Personal Assistant		
Additional Personal Assistant		
Manager	560-1100	750-1450
Tour Superintendent		
Cypher Superintendent	495-835	650-1150
Cypher Assistant		
Motor Cycle Despatch Rider	465-775	600-1100
Senior Grade Assistant	215-370	310-490
Assistant Grade I/U. D. Typist	410-715	535-950
Assistant Grade II /L. D. Typist	285-550	420-720
Clerical Assistant	240-445	350-580
	215-370	310-490

\* When District Judges are appointed to the post, they will be allowed the scale of pay admissible to them in that cadre.

Scale of pay	Designation of Post	Existing scale of pay	Revised scale of pay
Rs.		Rs.	Rs.
	<b>(c) Legislature Secretariat</b>		
4720	Secretary	1400-1900+ Special pay Rs.200	1800-2250+ Special pay Rs.200
4580			
950			
720	Additional Secretary	1400-1900+ Special pay Rs.200	1650-2175+ Special pay Rs.200
580			
685	Joint Secretary	1050-1550	1300-1900
	Deputy Secretary	950-1450	1200-1800
	Chief Editor	750-1250	975-1625
1450	Under Secretary	710-1200	910-1550
1450	Research Officer	710-1200	910-1550
	Estate Officer	710-1200	910-1550
	Editor of Debates	510-995	700-1270
	Librarian	495-835	700-1270*
	Section Officer	495-835	650-1150
	Selection Grade Reporter	495-835	650-1150
2250+	Manager-cum-Superintendent	495-835	650-1150
s. 200	Reporter Grade I	465-775	600-1100
2050+	Reporter Grade II	325-660	450-785
1 pay	Confidential Assistant to Secretary	410-715	535-950
0	Assistant Librarian	285-550	535-950
	Assistant Manager	285-550	420-720
900	Cashier		
	Sergeant	275-525	390-685
800	Catalogue Assistant	240-445	420-720
725	Telephone Operator	240-445	350-580
	Steward	215-370	310-490
150	Electrostatic Copier Operator	200-285	290-425
	Chief Marshal	600-1200	800-1550
	Marshal Grade I	345-580	470-830
	Marshal Grade II	275-525	390-685
50	Sergeant	240-445	350-580
	Clerical Assistant	215-370	310-490
	Sergeant Assistant	210-340	310-490
	Senior Grade Assistant	410-715	535-950
	Senior Grade Typist		
	Assistant Grade I	285-550	420-720
	Upper Division Typist		
	Assistant Grade II	240-445	350-580
	Lower Division Typist		
	<b>2. BOARD OF REVENUE</b>		
	<b>Agricultural Income tax and Sales tax Department</b>		
	Chairman, Sales Tax Appellate Tribunal	1400-1900	1650-2175
	Secretary, Board of Revenue (Taxes)		
	Deputy Commissioner		
	Member (Departmental), Sales Tax Appellate Tribunal	1050-1550	1300-1900
	Member (Accounts), Sales Tax Appellate Tribunal		
	Law Officer		
	Secretary, Sales Tax Appellate Tribunal		
	Appellate/Inspecting Assistant Commissioner	710-1200	910-1550
	Assistant Secretary (Law)		
	Assistant Secretary (Taxes) Board of Revenue		
	Additional Law Officer		
	Assistant Secretary, Sales Tax Appellate Tribunal, Calicut		
	Manager		
	Sales Tax Officer	495-835	650-1150
	Agricultural Income Tax & Sales Tax Officer		
	Intelligence Officer		
	Supintendent, Board of Revenue (Taxes)		

\* The scale of pay will be available only if a person with Library Science qualification holds the post.

Designation of post	Existing scale of pay	Revised scale of pay
	Rs.	Rs.
Gujarathi Accountant	495-835	910-1550*
Assistant Sales Tax Officer	405-660	520-900
Assistant Sales Tax Officer (Law)		
Agricultural Income Tax Inspector		
Sales Tax Inspector		
Agricultural Income Tax & Sales Tax Inspector		
Check Post Inspector		
Junior Agricultural Income Tax Officer		
Intelligence Inspector		
<i>Post held by personnel from other departments</i>		
Assistant Director (Statistics)	560-1100	750-1450
Statistical Officer	510-995	700-1270
Research Assistant	405-660	520-900
Special Deputy Tahsildar	405-660	520-900
Upper Division Compiler	275-525	390-685
Special Revenue Inspector	275-525	390-685
Draftsman Grade II	240-445	350-580
Lower Division Compiler	230-385	330-515
<b>Civil Supplies Department</b>		
Director of Civil Supplies	I.A.S.cadre	
Controller of Rationing	1050-1550+ Spl.pay Rs.150	1300-1900
Assistant Secretary (Civil Supplies)	600-1200	800-1550**
District Supply Officer		
Taluk Supply Officer	495-835	650-1150
City Rationing Officer		
Special Tahsildar (Procurement)		
Deputy Tahsildar (Procurement)	405-660	520-900
Assistant Taluk Supply Officer		
Manager	275-525	390-685
Municipal Rationing Officer		
Grain Purchase Inspector		
Inspector of Check Posts		
Rationing Inspector	230-385	330-515
Inspector of Check Posts (L.D.)		
Inspector (L.D.)		
<i>Posts held by personnel of other departments</i>		
Chief Accounts Officer	950-1450	1200-1800
Financial Assistant	560-1100	750-1450
Statistical Officer	560-1100	750-1450
Village Officer	240-445	350-580
Village Assistant	230-385	330-515
<b>Excise Department</b>		
Additional Secretary (Excise)	I.A.S.cadre	
Joint Commissioner	I.P.S.cadre	
Deputy Commissioner of Excise	1050-1550	1300-1900
Assistant Excise Commissioner	710-1200	800-1550
Assistant Secretary (Excis.), Board of Revenue		

\* Scale of pay personal to the present incumbents.  
 \*\* Promotees will start on Rs. 910.



Scale of pay	Designation of post	Existing scale of pay	Revised scale of pay
		Rs.	Rs.
1550*	Manager	495-835	650-1150
	Excise Circle Inspector		
	Superintendent (Excise) Board of Revenue		
-900	Excise Inspector	345-580	470-830
	Preventive Officer	230-385	350-580
	Excise Guard	210-340	310-490
	Syrang	210-340	300-450
	Boat Driver	215-370	310-490
	Boatman	196-265	280-400

### Land Board and Land Tribunals

#### Appellate Authorities (Laxd Reforms)

Sub Judges	850-1450	1125-1725
Deputy Collector	1050-1550	1200-1800*

#### Land Tribunals

Munsiff	700-1200	910-1550
Deputy Collector	600-1200	800-1550**
Assistant Secretary	600-1200	800-1550
Special Tahsildar (LR)	495-835	650-1150
Deputy Tahsildar	405-660	520-900
Revenue Inspector	275-525	390-685
Surveyor Grade-II	240-445	350-580
Village Officer	240-445	350-580
Copyist	230-385	330-515
Village Assistant	230-385	330-515
Amin	230-385	330-515
Chainman	196-265	280-400
Villageman	196-265	290-425

### Land Revenue Department

Senior grade Deputy Collector	1050-1550	1200-1800*
Deputy Collector	600-1200	800-1550**
Revenue Divisional Officer		
Personal Assistant		
Tahsildar	495-835	650-1150
Deputy Tahsildar and equated categories	405-660	520-900
Sergeant	275-525	390-685
Revenue Inspector (Upper Division)	275-525	390-685
Firka Revenue Inspector		
Village Officer	240-445	350-580
Village Assistant	230-385	330-515
Villageman	196-265	290-425
Pump Operator	200-285	290-425

### Stamp Depot, Trivandrum

The posts in this Depot have come under the common categories and corresponding revised scales of pay will apply. For the post of Examiner (Copyist) on Rs. the 230-385 the revised scale of pay will be Rs. 330-515.

\* The existing incumbents on Rs.1050-1550 will be allowed the revised scale of pay of Rs. 1300-1900 as personal.

\*\* Promotees will start on Rs. 910.

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Designation of Post	Existing scale of pay	Revised scale of pay
	Rs.	Rs.
<b>Survey and Land Records Department</b>		
Director of Survey and Land Records		I.A.S. Cadre
Additional Director	1050-1550	1300-1900
Deputy Director	710-1200	910-1550
Assistant Secretary (Survey)	600-1200	800-1550
Assistant Director	560-1100	750-1450
Superintendent	495-835	650-1150
Technical Assistant	495-835	650-1150
Printing Supervisor	495-835	650-1150
Head Draftsman/Head Computer	465-775	520-900*
Head Surveyor	410-715	
Printing expert	405-660	520-900
I Grade Draftsman and Surveyor	285-550	420-720
II Grade Draftsman and Surveyor	240-445	350-580
Tracer	230-385	330-515
Blue Printer	210-340	300-450
Heliocincographer Grade I	285-550	420-720
Do. Grade II	240-445	350-580
Dark room Assistant	240-445	350-580
Printer	215-370	310-490
Mechanic	215-370	310-490
Pressman	210-340	300-450
Map Binder/Map Mounter	210-340	
Operative	210-340	420-720
Feeder	285-550	
Deliverer	230-385	330-515
Cutter		
<b>Village Housing Project</b>		
Rural Housing Engineer	750-1250	750-1450
Junior Engineer	465-775	600-1100
Architectural Head Draftsman	465-775	
Draftsman Grade I	330-575	450-785
Draftsman Grade II	255-455	370-600
Overseer Grade II	255-455	
<b>3. ADVOCATE GENERAL'S OFFICE</b>		
Administrative Officer	710-1200	910-1550
Manager	510-995	700-1270
Senior Superintendent	495-835	650-1150
Office Superintendent	465-775	600-1100
Librarian	405-660	650-1150
Senior Grade Clerk †	410-715	535-950
U. D. Clerk †	285-550	420-720
L. D. Clerk †	240-445	350-580
Senior Grade Typist @	405-660	535-950
U. D. Typist @	285-550	420-720
L. D. Typist @	240-445	350-580
Assistant Librarian	240-445	350-580

\* The existing incumbents on Rs. 465-775 will be allowed the revised scale of pay of Rs. 600-1100 personal.

\*† To be re-designated as Section Officer.

† Re-designated as Senior Grade Assistant, Assistant Grade-I and Assistant Grade II. The ratio between the grades will be 3:5:4.

@ Parity with Typists in the Government Secretariat in the matter of ratio viz. 3:5:4 will be maintained.

Rs.	Designation of Post	Existing scale of pay	Revised scale of pay
<b>4. AGRICULTURE DEPARTMENT</b>			
10-1900	Director of Agriculture (Non-cadre)	Rs. 1150-1650	Rs. 1450-2050
10-1550	Additional Director of Agriculture	1050-1550	1300-1900
10-1550	Joint Director of Agriculture	850-1450	1125-1725
10-1450	Deputy Director of Agriculture		
0-1150	Deputy Director-cum-Chief Soil Chemist		
0-1150	Project Officer-cum-Deputy Director of Agriculture		
7-1150	Coconut Development Officer		
0-900*	Horticultural Development Officer	750-1250	975-1625
0-900	Cocoa Development Officer		
7-720	Assistant Project Officer (Package Programme)		
7-580	Plant Protection Officer		
7-515	District Agricultural Officer		
7-450	Cashew Development Officer		
7-720	Assistant Director of Agriculture		
5-80	Subject Matter Specialist		
5-80	Assistant Soil Chemist (Soil Testing Laboratory)		
4-90	Research Officer (Pesticides Testing Laboratory)		
4-90	District Agricultural Information Officer		
4-90	Radio Contact Officer		
150	Agricultural Training Officer		
120	Special Officer (Kayal Cultivation Scheme)	560-1100	730-1450
15	Farm Superintendent		
	Agronomist		
	Specialist in Soil Science		
	Seed Development Officer		
	Agricultural Marketing Officer		
	Additional District Agricultural Information Officer		
	Secretary, Collective Farms		
	Banana Development Officer		
	Farm Management Specialist (Economist)		
	Labour Welfare Officer	560-1100	750-1450
	Administrative Assistant		
	Accounts Officer		
	Junior Agricultural Officer Grade-I	560-1100	750-1450
	Technical Assistant		
	Examiner of Loans	510-995	700-1270
	Junior Agricultural Officer Grade II	495-835	650-1150
	Engineering Assistant		
	Technical Assistant		
	Seed Development Inspector	435-775	600-1100
	Farm Assistant		
	Senior Scientific Assistant		
	Agricultural Demonstrator, Special Grade	435-775	570-1070
	Meteorological Observer		
	Technical Assistant	285-550	450-785*
	Junior Scientific Assistant		
	Agricultural Demonstrator Grade I	285-550	420-720
	Artist	255-455	390-685*
	Agricultural Demonstrator Grade II	230-385	330-515
	Laboratory Assistant	230-385	330-515*
	Field Supervisor	215-370	330-515
	Maistry		
	Coconut Demonstration Maistry		
	Plant Protection Maistry		
	Permanent Servant (Higher Grade)	200-285	290-425
	Laboratory Keeper		
	Head Mazdoor		
	Gardener-cum-cleaner (Higher Grade)		

\* The ratio between Agricultural Demonstrators Grade I and II will be revised to 1:1. The existing special grade posts will be redesignated as Senior Grade and 1/10th of the total posts of Agricultural Demonstrators Grade I and II will be in the "Senior Grade".

Designation of post	Existing scale of pay	Revised scale of pay
	Rs.	Rs.
<i>Agriculture Engineering Wing</i>		
State Agricultural Engineer		
Research Engineer	850-1450	1125-1725
Assistant Agricultural Engineer	850-1450	1125-1725
Assistant Engineer	660-1100	750-1450
Technical Assistant		
Agricultural Engineering Supervisor		
Junior Engineer	465-775†	700-1270 600-1100
Draftsman (Mechanical)		
<u>Draftsman Grade I</u>		
Surveyor (Special)	830-575	450-785
Supervisor (Mechanical Engineering)		
Tractor Foreman	285-550	420-720
Farm Mechanic	275-525	590-685
Motor Mechanic		
Draftsman Grade II		
Chargeman	255-455	370-600
Senior Mechanic	240-445	350-580
Assistant Tractor Foreman		
Work Superintendent		
Surveyor		
Tracer		
<u>Tractor Driver (Senior)</u>	230-385	330-515
Welder		
Skilled Assistant		
Store Keeper		
Driver Mechanic		
Mechanic		
Filter Point Mechanic		
Tractor-cum-Power Tiller Operator		
Blacksmith		
Borer		
<u>Tractor Driver</u>	215-370	310-490
Oil Engine Driver		
Trunk Driver		
Boat Driver		
Welder		
Syrang		
Carpenter		
Fitter		
	210-340	300-450
<i>Posts held by personnel of other Departments</i>		
Administrative Officer		
Law Officer	950-1450	1200-1800
Financial Assistant	710-1200	910-1550
Assistant Director (Statistics)	710-1200	
Statistical Officer	560-1100	750-1450
Statistical Inspector	510-995	700-1270
Investigator (Upper Division)	405-660	520-900
Compiler (Upper Division)	275-525	390-685
Compiler (Lower Division)	275-525	390-685
Pharmacist	230-385	330-515
Punja Special Officer	255-455	370-600
Assistant to Punja Special Officer	600-1200	800-1550
Village Officer	405-660	520-900
Copyist	240-445	350-580
	230-385	330-515

† Agricultural Engineering Supervisors will be placed in two grades, Grade I on Rs. 700-1270 and Grade II on Rs. 600-1100 in the ratio of 1:3.

scale of pay Rs.	Designation of post	Existing scale of pay	Revised scale of pay
		Rs.	Rs.
	<i>Farm Information Bureau</i>		
	Principal Information Officer	750-1250	975-1625
	Editor-cum-Press Relations Officer	560-1100	750-1450
1-1725	Assistant Editor	560-1100	
1-1725	Assistant Information Officer	560-1100	
	Assistant Campaign Officer	510-995	700-1270
1-1450	Technical Assistant	510-995	
	Editor (Farm News)	510-995	
1-1270	Junior Agricultural Officer (Grade I)	510-995	
1-1100	Supervisory Assistant	275-525	
	Technical Assistant (Press)	275-525	390-685
1-785	Upper Division Printer	275-525	390-685
	Village level worker	255-455	
1-720	Assistant Offset Press Operator	230-385	330-515
	Assistant Operator		330-515
1-685	Lower Division Compositor	230-385	
	Galley Pressman	210-340	
600	Mechanic	215-370	310-490
580	<i>Posts borne on the establishment of Animal Husbandry Department</i>		
	Campaign Officer	560-1100	750-1450
	Information Officer	560-1100	600-1100
	Editor (Farm News)	445-835	
	Carpenter	210-340	
	5. ANIMAL HUSBANDRY DEPARTMENT		
	Director of Animal Husbandry	1150-1650	1450-2050
	Additional Director	1050-1550	1300-1900
	Joint Director	850-1450	1125-1725
	Chief Disease Investigation Officer		
	Epidemiologist		
	Special Officer, Veterinary Biological Institute		
	Deputy Director		
	Project Officer, I. C. D. P.	750-1250	975-1625
	Project Officer, Poultry Development Scheme		
	Production Manager, Central Hatchery		
	Assistant Project Officer, Jersey Farm		
	Assistant Director	560-1100	750-1450
	District Veterinary Officer		
	Senior Veterinary Officer		
	Superintendent, District Livestock Farm		
	Superintendent, Veterinary Biological Institute		
	Superintendent, Egg. Marketing Scheme		
	Disease Investigation Officer		
	Pig Development Officer		
	Fodder Development Officer		
	Project Officer, I. P. D. Block		
	Assistant Project Officer, R. A. I. C.	510-995	700-1270
	Instructor in Animal Husbandry, Gramasevak's Training Centre		
	Veterinary Surgeon Grade-I*	495-835	650-1150
	Accounts Officer†	465-775	600-1100
	Junior Engineer	445-835	600-1100
	Veterinary Surgeon Grade-II *		
	Disease Investigation Assistant		
	Junior Epidemiologist		
	Technical Assistant	445-835	570-1070
	Senior Instructor, Sexing School		
	Farm Supervisor		
	Manager, Duck Farm	435-775	570-1070
	Feed Mixing Assistant	410-715	535-950
		410-715	

\* The ratio between Veterinary Surgeons Grade-I and Grade II will be 1:3.

† To be redesignated as Senior Superintendent (Accounts).

<i>Designation of post</i>	<i>Existing scale of pay</i>		<i>Revised scale of pay</i>	
	Rs.		Rs.	
Supervisor, Quinquennial Cattle Census	405-660		520-900	
Poultry Farm Manager	330-575	}	450-785	
Junior Instructor, Sexing School	330-575			
Chick Sexing Expert	330-575			
Veterinary and Livestock Inspector	285-550	}	390-685*	
Livestock Assistant Grade-I				
Inspector (Livestock Assistant)				
Laboratory Assistant Grade-I				
Laboratory Technician Grade-I	285-550		420-720	
Incubator Technician	285-540	}	390-685	
Electrician-cum-Mechanic				
Laboratory Assistant Grade-II	240-445	}	350-580	
Laboratory Technician Grade-II				
Depot Assistant	240-445	}	330-515*	
Store Keeper				
Livestock Assistant Grade-II				
Enumerator				
Milk Recorder				
Poultry Assistant				
Despatch Rider	215-370	}	310-490	
Chick Sexer				
Pump Operator	210-340	}	300-450	
Electrician				
Mechanic				
Electrician-cum-Mechanic				
Carpenter-cum-Packer				
<i>Posts held by personnel of other departments</i>				
Administrative Officer	950-1450		1200-1800	
Deputy Director (Statistics)	750-1250		975-1625	
Credit Planning Officer (Joint Registrar of Co-operative Societies)	750-1250		975-1625	
Financial Assistant	560-1100		750-1450	
Research Officer	510-995	}	700-1270	
Statistical Officer	510-995			
Assistant Registrar of Co-operative Societies	495-835		650-1150	
Junior Agricultural Officer	435-775	}	600-1100	
Fodder Development Assistant	435-775			
Research Assistant	405-660	}	520-900	
Analyst	405-660			
Junior Co-operative Inspector	330-575		450-785	
U. D. Compiler	275-525		390-685	
Fodder Supervisor	255-455		390-685	
Draftsman Grade II	240-445	}	350-580	
X-ray Technician	240-445			
L. D. Compiler	230-385	}	330-515	
Agriculture Demonstrator				

\* The ratio between Livestock Assistant Grade-I and Grade-II will be 1:1. A senior grade in the scale of pay of Rs. 450-785 will also be allowed and 1/10th of the total number of posts of Livestock Assistants Grade-I and II will be placed in the Senior Grade.

<i>of pay</i>	<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
		Rs.	Rs.
	<b>6. ARCHAEOLOGY DEPARTMENT</b>		
100			
85	Director	750-1250	975-1625
	Epigraphist	510-995	700-1270
	Archaeological Chemist	510-995	700-1270
85*	Registering Officer	510-995	700-1270
	Epigraphy Aisstant	410-715	520-900
20	Curator	410-715	
	Preservation Assistant	405-660	520-900
	Excavation Assistant	405-660	650-1150
15	Estampage Maker	275-525	390-685
	Museum Assistant	275-525	420-720
	Draftsman	255-455	370-600
10	Museum guide	240-445	350-580
	<b>7. BUREAU OF ECONOMICS AND STATISTICS</b>		
5*	Director	1150-1650	1450-2050
	Additional Director	950-1450	1200-1800
	Joint Director	850-1450	1125-1725
	Deputy Director	750-1250	975-1625
	Assistant Director	560-1100	750-1450
	Regional Officer	560-1100	750-1450
	Administrative Assistant	560-1100	750-1450
	Research Officer	510-995	700-1270
	Economic Investigator		
	Scrutiny Officer	510-995	700-1270
	District Statistical Officer and equated posts		
	Publication Assistant	495-835	650-1150
	Research Assistant	405-660	520-900
	Statistical Inspector		
	Price Inspector	275-525	390-685
	Supervisor, M. T. Unit		
	Junior Statistical Inspector	240-445	350-580
	Compiler (U.D.)		
	Investigator (U.D.)	240-445	350-580
	Punch Card Operator (U.D.)		
	Draftsman (L.D.)	230-385	330-515
	Compiler (L.D.)		
	Investigator (L.D.)	230-385	330-515
	Punch Card Operator		
	Price Reporter		
	<i>Post held by personnel of other departments</i>		
	Administrative Officer	950-1450	1200-1800
	<b>8. CHEMICAL EXAMINER'S LABORATORY</b>		
	Chemical Examiner	850-1450	1125-1725
	Joint Chemical Examiner	750-1250	975-1625
	Assistant Chemical Examiner	510-995	700-1270
	Junior Scientific Officer	410-715	535-950
	Serological Assistant	330-575	450-785
	Technical Assistant Grade I	285-550	420-720
	Glass Blower	230-385	330-515
	Laboratory Assistant	210-340	300-450
	Junior Laboratory Assistant	200-285	290-425
	Packer	200-285	290-425
	<b>9. COMMISSIONS OF ENQUIRY</b>		
	1. <i>Commission of Enquiry into the Socio Economic conditions of Scheduled Castes and Scheduled Tribes</i>		
	Secretary	710-1200	910-1550

Designation of post	Existing scale of pay	Revised scale of pay
	Rs.	Rs.
2. Commission for Inquiry into the circumstances which led to the firing by Police at Poonthura		
Secretary	850-1450+	1200-1800
Bench Clerk-cum-Accountant	Spl pay Rs. 100 275-525	390-685
3. Commissions of Inquiry into the series of incidents which took place in and around Alwaye during November-December 1977 arising from a dispute between Catholics and Patriarch groups of the Jacobite Church over the Thrikkunnathu Seminary Church		
Secretary	560-1100	750-1450
4. Commission of Inquiry into the incidents which led to the use of force by the Police at Ponnani		
Secretary	495-835	650-1150
5. Commission for the Handicapped		
Secretary	495-835	650-1150
10. COMMUNITY DEVELOPMENT DEPARTMENT		
State Co-ordinator (A.N.P.)	1050-1550	1300-1900
Assistant Development Commissioner/Principal*	} 710-1200	910-1550
Extension Training Centre Grade-I/Block Development Officer (Tribal Development Block)		
Internal Audit Officer	560-1100	750-1450
Special Officer, CARE	560-1100	750-1450
Regional Women's Welfare Officer	560-1100	750-1450
Principal *	560-1100	910-1550
General Foreman	560-1100	750-1450
Block Development Officer**	495-835	650-1150
District Women's Welfare Officer	495-835	650-1150
Lecturer Home Science	495-835	650-1150
Supervisor (CARE)	495-835	650-1150
Foreman	465-775	600-1100
Extension Officer, Women's Welfare	410-715	535-950
General Extension Officer	325-660	450-785
Extension Officer, Women's Welfare	285-550	450-785
Village Extension Officer/Lady Village Extension Officer		
Do. Grade I	255-455	390-685
Do. Grade II	230-385	330-515
Chief Instructor	465-775	600-1100
Junior Lecturer in Social Education/Junior Lecturer	410-715	535-950
Artist-cum-Photographer Grade I/Cinema Operator	275-525	420-720
Balavadi Teacher	230-385	340-535
Electrician/Mechanic	275-525	420-720
Mechanic/Carpenter-cum-Blacksmith	215-370	310-490
Artist-cum-Photographer Grade II	215-370	350-580
<i>Posts held by personnel of other departments</i>		
Financial Assistant	710-1200	910-1550
Extension Officer (Animal Husbandry)	445-835	600-1100
Junior Engineer	465-775	600-1100
Extension Officer (Agriculture)	435-775	600-1100
Extension Officer (Panchayat)	405-660	520-900

\*All the Principals will be on the same scale of pay.

\*\*1/4th of the posts of Block Development Officers will be placed on a higher grade of Rs. 750-1450 designated as Senior Block Development Officers.



Rs.	<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
		Rs.	Rs.
	Extension Officer (Co-operation)	410-715	535-950
	Junior Statistical Inspector	275-525	390-685
1200-1800	Lecturer in Agriculture	560-1100	750-1450
390-685	Lecturer in Animal Husbandry	560-1100	750-1450
	Junior Lecturer in Co-operation and Panchayat	495-835	650-1150
	Junior Lecturer in Animal Husbandry	445-835	600-1100
	Lecturer in Home Science	495-835	650-1150
	Junior Lecturer in Agricultural Engineering	435-775	600-1100
	Junior Lecturer in Agriculture	435-775	600-1100
750-1450	Agricultural Assistant	435-775	600-1100
	Assistant Instructress	410-715	535-950
	Overseer Grade I	330-575	450-785
	Training Officer	330-575	450-785
	Extension Officer, Panchayat Grade II	330-575	520-900
	Lady Poultry Manager	330-575	450-785
50-1150	Demonstrator/Farm Supervisor	230-385	330-515
	Physical Instructor-cum-Librarian	235-395	
		230-385	340-535
0-1150	<b>11. CO-OPERATIVE DEPARTMENT</b>		
	Registrar of Co-operative Societies (non-cadre post)	1150-1650	1450-2050
	Additional Registrar	1050-1550	1300-1900
0-750	Joint Registrar	850-1450	1125-1725
	Deputy Registrar	560-1100	750-1450*
0-1550	Assistant Registrar	495-835	650-1150
	Senior Inspector	410-715	535-950
	Auditor		
0-1450	Junior Inspector	330-575	450-785†
0-1450	Auditor		
0-1550	<i>Posts held by personnel of other departments</i>		
0-1450	Financial Assistant	710-1200	910-1550
0-1150	Law Officer	710-1200	910-1550
0-1150	Research Assistant	405-660	520-900
1150	Compiler	230-385	330-515
1100	<b>12. DAIRY DEVELOPMENT DEPARTMENT</b>		
0-950	‡Milk Commissioner	1150-1650	1200-1800
0-785	Joint Director	750-1250	975-1625
0-685	Deputy Director	560-1100	750-1450
0-515	Senior Dairy Engineer	560-1100	750-1450
100	Assistant Director		
950	Dairy Manager		
720	Project Officer	510-995	700-1270
535	Subject Matter Specialist (Dairy)		
720	Farm Officer		
190	Stores Officer	495-835	650-1150
180	Dairy Engineer	465-775	600-1100
	Dairy Extension Officer	445-835	600-1100
	Technical Assistant		
	Dairy Chemist	405-660	520-900

\*Two posts of Headquarters Deputy Registrars and three posts of Principals of Co-operative Institutes will be upgraded and placed on the revised scale of pay of Rs. 975-1625.

†The post will be redesignated as Co-operative Inspector Grade I. A new grade, Co-operative Inspector, Grade II, will be introduced in the scale of pay of Rs. 420-720. The ratio among Grade II, Grade I and Senior Grade Co-operative Inspectors will be 1 : 1 : 1 which will be maintained in future.

‡Post to be redesignated as Director of Dairy Development.

<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
	Rs.	Rs.
Store Keeper	405-660	520-900
Dairy Extension Assistant	330-575	450-785
Laboratory Technician	285-550	390-685
Dairy Farm Instructor	275-525	390-685
Laboratory Assistant	230-385	330-515
Plant Operator	230-385	330-515
*Fieldman	230-385	330-515
Electrician	230-385	330-515
Senior Refrigeration Mechanic	230-385	330-515
Boiler Attender	230-385	
General Mechanic	230-385	
Refrigeration Mechanic	215-370	310-490
Tractor Driver		
Motor Mechanic		
Fitter		
Cleaner	210-340	300-450
Laboratory Attender		
Coupon Redemption Attender		
Bull Attender	200-285	290-425

*Posts held by personnel of other departments*

Administrative Officer	710-1200	910-1550
Financial Assistant	560-1100	750-1450
Deputy Registrar of Co-operative Societies (Dairy)	560-1100	750-1450
Superintendent (District Veterinary Officer)	560-1100	750-1450
Subject Matter Specialist (Veterinary)	510-995	700-1270
Assistant Registrar of Co-operative Societies (Dairy)	495-835	650-1150
Veterinary Surgeon	445-835	600-1100
Senior Co-operative Inspector	410-715	535-950
Superintendent		
Fodder Development Officer	435-775	600-1100
Farm Superintendent		
Junior Agricultural Officer		
Junior Co-operative Inspector		
	330-575	450-785

13. DRUGS CONTROL DEPARTMENT

Drugs Controller	1050-1550	1200-1800
Assistant Drugs Controller (Allopathy)	560-1100	800-1550
Analyst Grade I	560-1100	800-1550
Assistant Drugs Controller (Ayurveda)	510-995	700-1270
Administrative Assistant	560-1100	750-1450
Regional Drugs Inspector	510-995	700-1270
Chief Inspector of Drugs, Intelligence Squad		
Analyst Grade II		
Pharmaceutical Chemist	510-995	700-1270
Bacteriologist		
Pharmacologist		
Bio-chemist		
Pharmacognosist	445-835	570-1070
Analyst Grade II (Ayurveda)		
Drugs Inspector	285-550	420-720
Analyst Grade III		
Legal Assistant		
Technical Assistant	275-525	390-685
Media Maker		
Sample Warden	240-445	350-580
Technician (L.D.)	330-575	450-785
Store Superintendent	275-525	390-685
Compiler (U.D.)		

\*Out of the existing seven posts, three posts will be upgraded and placed on the revised scale of pay Rs. 390-685.

nd scale of pay

Rs.	Designation of post	Existing scale of pay	Revised scale of pay
20-900 10-785 10-685 10-515 0-515 0-515 0-515			
	<b>14. EDUCATION</b>		
	<b>Collegiate Education Department</b>		
	<i>Directorate and Zonal Offices</i>		
0-515	Director	1400-1900	1800-2250
	Deputy Director	1050-1550	1300-1900
	Special Officer for Scholarships	560-1100	750-1450
1-490	Accounts Officer	560-1100	750-1450
	Accounts Officer	510-995	700-1270
	<i>Arts and Science Colleges</i>		
-450	Principal	1050-1550	1300-1900
	Professor Grade I	850-1450	1125-1725
-425	Principal	710-1200	910-1550
	Professor Grade II	710-1200	910-1550
	*Professor Grade II in Physical Education	710-1200	700-1270
	Lecturer	510-995	700-1270
	*Lecturer in Physical Education	510-995	535-950
	Administrative Assistant	510-995	700-1270
550	†Curator	410-715	390-685
450	Junior Lecturer	345-580	470-830
150	Technical Assistant	275-525	350-580†
150	Draftsman	240-445	310-490§
170	Herbarium Keeper	240-445	330-515
50	Taxidermist	240-445	330-515
00	Sewing Mistress	235-395	340-535
50	Museum Keeper	230-385	330-515
..	Sergeant	230-385	330-515
00	Mechanic	215-370	310-490
	Water pump mechanic	215-370	310-490
35	Gasman	215-370	310-490
	Store Keeper	215-370	310-490
	Specimen Collector	200-285	290-425
	¶Laboratory Assistant	200-285	290-425
	Groundsman	200-285	290-425
10	Marker	196-265	290-425
10	Groundsman/Assistant Groundsman	196-265	290-425
0			
0			
0			
0	<i>Sanskrit Colleges</i>		
	Principal	1050-1550	1300-1900
	Professor Grade I	850-1450	1125-1725
	Professor Grade II	710-1200	910-1550
	Lecturer	510-995	700-1270
	Copyist	230-385	350-580
	<i>Training Colleges</i>		
	Principal	1050-1550	1300-1900
	Professor Grade II	710-1200	910-1550
	Lecturer	510-995	700-1270
	Instructor in Arts & Crafts	330-575	450-785**

\*The posts of Professor Grade II in Physical Education and Lecturer in Physical Education will be redesignated as Physical Education Directors Grade I and Grade II respectively. Physical Education Director Grade II on completion of 15 years of service will be eligible for Grade I. The existing incumbents in Grade I and Grade II posts will be eligible for the revised scales of pay of Rs. 910-1550 and Rs. 700-1270 respectively as personal.

†Existing incumbents will be allowed the revised scale of pay of Rs. 535-950 as personal.

‡Existing incumbents will be allowed revised scale of pay of Rs. 390-685 as personal.

§Existing incumbents will be allowed revised scale of pay of Rs. 350-580 as personal.

|| Will be redesignated as Store Attender.

¶Will be redesignated as Laboratory Attender.

\*\*Personal scale to the present incumbents.

pay of

Designation of post	Existing scale of pay	Revised scale of pay
	Rs.	Rs.
<i>Physical Education Colleges</i>		
Principal	710-1200	910-1550
Professor Grade II	710-1200	700-1270†
Lecturer	510-995	535-950‡
Instructor	235-395	340-535
Matron	235-395	340-535
<i>Sree Swathi Thirunal College of Music, Trivandrum</i>		
Principal	750-1200	1125-1725
Professor (Vocal, Veena & Voilin)	560-1100	800-1550
Additional Professor of Vocal Music	560-1100	800-1550
Assistant Professor	465-775	650-1150
§Academy Assistant Grade I	410-715	570-1070
Sanskrit Pandit Grade I	405-660	520-900
Sanskrit Pandit Grade II	285-540	420-720
§Academy Assistant Grade II	285-540	450-785
Instrument Mechanic	275-525	390-685
Bhagavather	235-395	340-535
Mridangam Player	235-395	340-535
<i>Music Academies, Tripunithura &amp; Palghat</i>		
Principal	560-1100	800-1550
Assistant Professor	465-775	650-1150
§Academy Assistant Grade I	410-715	570-1070
Sanskrit Pandit Grade I	405-660	520-900
§Academy Assistant Grade II	285-540	450-785
Sanskrit Pandit Grade II	285-540	
Dance Master (Kathakali)	285-540	
Bharatha Natyam Instructor	285-540	420-720
Drawing and painting Master	285-540	
Drummer	235-395	
Bhagavather	235-395	
Bharatha Natyam Instructor (Additional)	235-395	
Mridangam Player	235-395	
Mridangam Accompanist	235-395	340-535
Kathakali Bhagavather	235-395	
Bharatha Natyam Bhagavather	235-395	
Assistant Dance Master (Kathakali)	235-395	
Assistant Art Instructor	235-395	
Chenda Player	235-395	
<i>Posts held by personnel of other departments</i>		
Administrative Officer	950-1450	1200-1800
Finance Officer	950-1450	
<b>General Education Department</b>		
<b>I. Administration</b>		
<i>Directorate</i>		
Director of Public Instruction (Non I.A.S. cadre post)	1400-1900	1800-2250
Director of Research and Studies	1400-1900 †	1800-2250
	Spl. pay Rs. 150	

†Existing incumbents will be allowed the revised scale of pay of Rs. 910-1550 as personal.

‡Lecturers on completion of 15 years' service will be eligible for promotion as Professor Grade II.

Existing incumbents will be allowed the revised scale of Rs. 700-1270 as personal.

§Designation will be changed as Tutor Grade I and Tutor Grade II respectively.

<i>Existing scale of pay</i>	<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
Rs.		Rs.	Rs.
110-1550	Additional Director of Public Instruction	1150-1650	1450-2050
100-1270	Joint Director of Public Instruction	850-1450	1125-1725
535-950	Deputy Director (Employment Programme)	750-1250	975-1625
340-535	State Level Survey Officer	750-1250	975-1625
340-535	Accounts Officer (Provident Fund)	710-1200	910-1550
	Assistant Director		
	Hindi Education Officer	560-1100	750-1450
	Assistant Director (Planning)		
15-1725	Special Officer (Applied Nutrition Programme)	560-1100	750-1450
10-1550	Administrative Assistant		
0-1550	Administrative Assistant (Kerala Grandhasala Sanghom)	560-1100	750-1450
0-1150	Additional Administrative Assistant		
0-1070	Assistant Provident Fund Officer		
20-900	Arabic Special Officer	535-835	700-1270
10-720	Personal Assistant (General)	535-835	700-1270
10-785	Personal Assistant (Employment Programme)	535-835	700-1270
10-685	Personal Assistant to the Secretary, State Education		
0-535	Advisory Board	495-835	650-1150
0-535	Organiser for Sports in Schools	495-835	650-1150
	<i>CARE Feeding Programme</i>		
1550	Senior Administrative Assistant	710-1200	910-1550
1150	CARE Supervisor	495-835	650-1150
1070			
-900			
-785			
	<i>Examination Wing</i>		
720	Joint Commissioner for Government Examinations	850-1450	1125-1725
	Secretary to the Commissioner for Government Examinations	750-1250	975-1625
	Assistant Secretary, Examinations	560-1100	750-1450
	<i>Text Books</i>		
135	Text Book Officer	560-1100	750-1450
	Chief Accountant	495-835	650-1150
	II. <i>Regional Offices</i>		
	Regional Deputy Director	750-1250	975-1625
	III. <i>District and Sub District Offices</i>		
0	District Educational Officer	560-1100	750-1450
	Personal Assistant	535-835	700-1270
	Assistant Educational Officer	405-660	{ 570-1070*
			520-900
	Primary Education Extension Officer	405-660	520-900
	Inspector of Muslim Education		
	IV. <i>Centre for Inservice Training in Hindi and Hindi Teachers Training Institute</i>		
	Principal (Inservice Training Centre)	560-1100	750-1450
	Instructor (Inservice Training Centre)	535-835	
	Chief Instructor	535-835 +	{ 700-1270
		(Rs. 75 Special pay)	
	Instructor	405-660 +	{ 520-900
		(Special pay Rs. 50)	

\* Senior Grade teacher when posted as Assistant Educational Officer will be eligible for this Scale.  
4/4483/MC.

Designation of post	Existing scale of pay Rs.	Revised scale of pay Rs.
<b>V. Institute of Primary Education</b>		
Deputy Director	750-1250	975-1625
Education Extension Officer	535-835	
Instructor	535-835	700-1270
<b>VI. Secondary Schools (including Training Schools)</b>		
Headmaster	535-835	700-1270
Graduate Teacher Grade I	405-660	570-1070*
Language Teacher Grade I		
Graduate Teacher Grade II	285-540	420-720
Language Teacher Grade II		
Instructor (Engineering)	465-775	600-1100
Instructor (Printing Technology)	465-775	600-1100
Instructor (Agriculture)	435-775	600-1100
Instructor	405-660	450-785**
Instructor (Engineering)		
Instructor (Home Science)	285-540	420-720
Do. (Physical Training)		
Do. (Art)		
Do. (Bahrathanatyam)		
Do. (Kathakali Vesham)		
Do. (Fishery Technology)		
Do. (Engineering)		
Do. (Drawing and Painiting)		
Teacher (Physical Education)	330-575	450-785
Do. (Vecna)		
Do. (Commercial)		
Do. (Hindustani)		
Domestic Science Assistant	285-540	420-720
Secretarial Assistant		
Dance Master, Kathakali		
Pandit		
Instructor (Commerce) Grade I	285-540	420-720
Instructor (Commerce) Grade II		
Instructor	285-540	450-785†
Instructor (Bharathanatyam)		
Do. (Physical Training)		
Do. (Kathakali)		
Do. (Wood Work)		
Do. (Fine Arts)	Grade I	420-720
Do. (Fishery Technology)		
Teacher (Ratton Works)	Grade II	340-535†
Do. (Music)		
Do. (Craft)		
Drawing Master		
Bhagavathar		
Sewing Mistress		
Specialist		
Dance Master		

\* Teachers on completion of 12 years' service are now eligible for Grade I. On completion of 10 years' service in Grade I post they will be allowed the Senior Grade on Rs. 570-1070. (Senior Grade teacher when posted as Assistant Educational Officer will be eligible for this scale).

\*\* The existing incumbents will be allowed revised scale of pay of Rs. 520-900 as personal.

† These categories are now eligible for promotion to Grade I on completion of 15 years' service. On completion of 10 years in Grade I, they will be allowed a Senior Grade on Rs. 450-785.

Note:—Specialist teachers now on Rs. 330-575 and Rs. 240-445 will be given the revised scales of pay on Rs. 450-785 and Rs. 350-580 respectively.

Revised scale of pay

Designation of post

Existing scale of pay

Revised scale of pay

Rs.		Rs.	Rs.
	VII. All India National Fitness Corps		
97-625	Senior Instructor (Supervisor)	285-540	420-720
700-1270	Junior Instructor	235-395	340-535
	VIII. Upper Primary and Lower Primary Schools		
100-1270	Headmaster	330-575	470-830
70-1070*	Teacher (P.D.)		
520-900	Do. (Rattan Works)		
420-720	Do. (Craft)		
	Do. (Training Reserve)		
	Do. (Industrial)		
	Do. (Prevocational)		
10-1100	Do. (Special)		
10-1100	Do. (Language)		
10-1100	Do. (Hebrew)		
	Do. (Arabic)		
50-785**	Do. (Hindustani)		
	Do. (Sewing)		
	Do. (Needle Works)		
	Do. (Music)		
	Do. (Music-cum-Needle Work)		
	Do. (Music & Drill)		
	Do. (Drawing and Music)		
	Do. (Drawing-cum-Needle Work)		
9-720	Do. (Drawing)		
	Do. (Physical Education)		
	Do. (Harikatha)		
	Do. (Thiruvathirakkali)		
	Do. (Kaikottikali)		
	Do. (Mohiniyattom)		
	Do. (Mridangam)		
	Instructor (Handicrafts)		
	Do. (Kathakali Chutti)		
	Do. (Kathakali)	Grade I	450-785*
785	Do. (Mridangam)	285-540	420-720*
720	Do. (Chenda)	Grade II	340-535*
	Do. (Art)	235-395	
	Teacher (Kalari)		
	Do. (Weaving)		
	Do. (Tailoring)		
	Do. (Book Binding)		
	Do. (Manual Training)		
85†	Do. (Physical Training)		
20	Do. (Girls Guide)		
35†	Do. (Technological Fishing)		
	Fishery Technology Assistant		
	Assistant Teacher (Nursery)**		
	Matron		
	Pandit		
	Junior Pandit		
	Hindi Pandit		
	Sewing Mistress		
	Drill Master		
	Drawing Master		
	Bhagavathar		
	Bhagavathar (Bharathanatyam)		
	Bhagavathar (Kathakali)		

\* Primary School Teachers on completion of 15 years' service are now eligible for Grade-I (Rs. 420-720). On completion of 10 years' service in Grade -I they will be allowed Senior Grade (Rs. 450-785).

\*\*Only Nursery Teachers possessing S.S.L.C. and Nursery Teachers' Training qualification will be eligible for grades, in terms of G.O. MS. 102/78/Gl. Edn. dated 21-7-1978.

10 years teacher

e. On

pay of

<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
(Continued from previous page)		
	Rs.	Rs.
Chenda Player		
Accompanist		
Drummer		
Art Assistant		
Art Master		
Assistant Dance Teacher		
Attender Kathakali Chutti	235-395	340-535
Teacher (Craft)	210-340	300-450
Instructor, Work Experience Programme	235-395	340-535
<b>IX. Schools for the Handicapped</b>		
Headmaster	535-835	700-1270
Headmaster (under graduate)	285-540	420-720
Graduate Assitant (Training Centre for Handicapped)	410-715	570-1070*
Resource Teacher	&	520-900
Teacher (Graduates who are themselves handicapped)	405-660	520-900†
Assistant Teacher (with special training)		420-720
Assistant Teacher (without special training)		340-535
Teacher (under graduates who are themselves handicapped)	235-395	420-720‡
Brailist, Craft, Music and Drawing Teacher		450-785‡
Matron	235-395	340-535
Teacher (Part-time)	200-285	290-425
Brailist (Part-time)		
<b>X. Subordinate Staff</b>		
Store-keeper, Text Books		
Accountant GARE		
Manager	330-575	450-785
Depot Officer		
Assistant Depot Officer	275-525	390-685
Calculator Operator	240-445	350-580
Assistant Librarian		
Godown Keeper		
Record Keeper	230-385	330-515
Tally Clerk		
Computer	230-385	330-515
Sergeant	230-385	330-515
Comptometer Operator	230-385	330-515
Printer		
Compositor	230-385	330-515
Deputy Warden		
Store Assistant	215-370	310-490
Senior Mechanic	215-370	310-490
Junior Mechanic	210-340	300-450
Packer		
Counter	200-285	290-425
<b>Part-time posts</b>		
Language Teacher		
Teacher (Craft)		
Teacher (Physical Education)	240-445	350-580
Instructor		
Instructor (Manual Training)		
Pandit		

\*Higher grade on Rs. 570-1070 will be allowed on completion of 12 years of service.

†Higher grade on Rs. 520-900 will be allowed on completion of 15 years' service.

‡Will be eligible for Grade-I (Rs. 420-720) on completion of 15 years' service. On completion of 20 years' service in Grade-I, will be allowed Senior Grade (Rs. 450-785).



d scale of pay

Rs.	Designation of Post	Existing scale of pay	Revised scale of pay
		Rs.	Rs.
	Teacher P.D.		
	Do. (Craft)		
	Do. (Arabic)		
	Do. (Drawing & Drill)		
	Do. (Music)		
340-535	Do. (Needle Work)		
300-450	Do. (Physical Education)	200-285	290-425
340-535	Pandit		
	Language Teacher		
	Specialist Teacher		
	Instructor		
00-1270	Drawing Master		
420-720	Drill Master		
70-1070*	Braillist		
520-900			
520-900†	<i>Posts held by personnel of other departments</i>		
	<i>Directorate</i>		
120-720	Administrative Officer	950-1450	1200-1800
140-535	Finance Officer	950-1450	1200-1800
120-720†	Accounts Officer	710-1200	910-1550
50-785†	Law Officer	710-1200	910-1550
40-535	Financial Assistant	560-1100	750-1450
90-425	Special Officer (Work Experience)	560-1100	750-1450
	Research Officer (Statistics)	510-995	700-1270
	Research Assistant (Statistics)	405-660	520-900
	Compiler (U. D.)	275-525	390-685
	Compiler (L. D.)	230-385	330-515
30-785	<i>Regional Offices</i>		
30-685	Administrative Officer	710-1200	910-1550
30-580	Accounts Officer	560-1100	750-1450
	<i>State Institute of Education</i>		
0-515	Director	850-1450	1125-1725
	Deputy Director	750-1250	975-1625
	Assistant Director	560-1100	
0-515	Research Officer (Primary Education)	560-1100	
0-515	Education Officer	560-1100	
0-515	Education Officer (Pre-primary Education)	560-1100	
	Statistical Officer	560-1100	
0-515	Research Officer (Text Books & Syllabus)	560-1100	750-1450
	Evaluation Officer	560-1100	
1-490	Science Consultant	560-1100	
1-490	Educational Survey Officer	560-1100	
1-450	Special Officer (Work Experience)	560-1100	
	Science Instructor	535-835	
	Junior Science Consultant	535-835	
1-425	Special Assistant in English	535-835	
	Education Techniques Officer	535-835	700-1270
	Text Book Research Officer	535-835	
	Evaluation Officer (Bureau)	535-835	
	Junior Evaluation Officer	495-835	
-580	Technical Assistant	495-835	650-1150
	Counsellor	495-835	
	Foreman	465-775	600-1100
	Education Extension Officer	405-660	
	Research Assistant	405-660	520-900
	Publicity Officer	405-660	
	Assistant Librarian	275-525	390-685
	Craft Assistant (Wood work)	235-395	340-535
	Computer	230-385	330-515

<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
	Rs.	Rs.
<b>Technical Education Department</b>		
<i>I. Directorate</i>		
Director of Technical Education	1400-1900	1800-2250
Joint Director of Technical Education	1050-1550	1300-1900
Professor (Placement & Training)	1050-1550	1300-1900
Deputy Director of Technical Education (General)	850-1450	1125-1725
Deputy Director (Direct payment)	850-1450	
Deputy Director (Man Power and Monitoring)	850-1450	
Deputy Director of Technical Education	850-1450	
Administrative Assistant	560-1100	
Stock Verification Officer	560-1100	750-1450
Public Relations Officer	560-1100	
Accounts Officer	510-995	700-1270
Vocational Training Organiser*	495-835	650-1150
Secretary (L.B.S.R.E. & C. Centre)	495-835	650-1150
Guidance Officer	495-835	650-1150
Inspector of Industrial Schools	435-835	570-1070
Inspector of Commercial Schools	410-715	535-950
Development Officer	405-660	520-900
<i>II. Engineering Colleges</i>		
Principal	1150-1650	1450-2050
Professor	1050-1550	1300-1900
Assistant Professor } Reader }	850-1450	1125-1725
Workshop Superintendent	850-1450	1125-1725
Lecturer in Engineering/Technology	560-1100	750-1450
Lecturer, Microbiology, Sanitary Chemistry and Economics	560-1100	700-1270†
Instructor Grade-I	560-1100	750-1450
Senior Workshop Instructor } Fine Arts Expert }	560-1100	700-1270†
Administrative Assistant	560-1100	750-1450
Chief Accountant	405-660	520-900
Technical Store Keeper‡	405-660	
Instructor Grade-II	330-575	450-785
Skilled Assistant Grade I	285-550	420-720
Boiler Mechanic	285-550	390-685
Instrument Mechanic	275-525	390-685
Draftsman	255-455	370-600
Skilled Assistant Grade II	240-445	350-580
Matron	230-385	330-515
Boiler Assistant	230-385	330-515
Sergeant	230-385	330-515
Attender (including Laboratory and Workshop Attender)	200-285	310-490
Sick Room Attender	196-265	280-400
<i>III. Polytechnics</i>		
Principal	850-1450	1125-1725
Head of Section	560-1100	750-1450
Lecturer in Engineering/Technology	560-1100	
Post Diploma Lecturer	560-1100	
Workshop Superintendent	560-1100	
Post Diploma Lecturer in Air Conditioning and Refrigeration	560-1100	

\* The present incumbent is drawing pay in the scale of Rs. 560-1100 as personal which will be revised Rs. 750-1450.

† Existing incumbents will be allowed the revised scale of Rs. 750-1450 as personal.

‡ Designation to be changed as Store Keeper.

Existing scale of pay	Designation of Post	Existing scale of pay	Revised scale of pay
Rs.		Rs.	Rs.
	Technical Instructor (Science) M.T.I. Trichur	510-995	700-1270
	Analyst	510-995	700-1270
	Assistant Lecturer	465-775	
10-2250	Head Draftsman	465-775	600-1100
10-1900	Draftsman I Grade	465-775	
0-1900	Foreman	465-775	
	Assistant Foreman	330-575	
5-1725	Workshop Instructor	330-575	450-785
	Instructor (Grade-II) Air Conditioning	330-575	
	Demonstrator (Engineering)	330-575	
	Demonstrator (Science)	330-575	450-785
0-1450	Draftsman Grade II	285-550	420-720
	Skilled Assistant Grade I	275-525	
0-1270	Drawing Assistant	275-525	390-685
0-1150	Survey Field Assistant	275-525	
0-1150	Boiler Attender	240-445	330-515*
0-1150	Skilled Assistant Grade II	230-385	350-580
0-1070	Boiler Assistant	230-385	330-515
5-950			
0-900			
	<i>Textile Wing attached to Polytechnics, Trivandrum and Cannanore</i>		
	Senior Lecturer in Textile Technology †	560-1100	750-1450
	Lecturer in Textile Technology ‡	435-835	600-1100
2050	Skilled Assistant Grade I	285-550	420-720
1900	Demonstrator	275-525	
1725	Instructor Grade II (Textile)	275-525	
	Instructor in Weaving	275-525	
1725	Instructor-cum-Mechanic in Spinning	275-525	450-785
1450	Mechanic in Textile Chemistry	275-525	
	Instructor in Textile Chemistry	275-525	
270 †	Spinning Mechanic	275-525	
450	Workshop Mechanic	240-445	350-580
	Skilled Assistant Grade II	215-370	
270 †	Skilled Assistant Grade III	215-370	310-490
450	Boiler Skilled Assistant Grade III	215-370	
900			
785			
720			
385			
385			
300			
80			
15			
15			
15			
90			
00			
	<i>Craft Wing</i>		
	Artist Foreman	275-525	390-685
	Master Artisan	240-445	
	Instructor in Basket Making	240-445	350-580
	Instructor in Lacquer work	240-445	
	Assistant Artisan	215-370	
	Assistant Instructor in Basket Making	215-370	310-490
	Assistant Instructor in Lacquer Work	215-370	
	<i>Women's Polytechnic</i>		
	Principal	850-1450	1125-1725
	Lecturer in Instrument Technology	560-1100	
	Lecturer in Electronics	560-1100	750-1450
	Head of Electronics	560-1100	
	Assistant Instructor (Electronics)	465-775	600-1100
	Assistant Instructor (Electrical Engineering)	465-775	
	Instructor in Commerce	435-835	570-1070
	Instructor (Costume Design and Dress Making and Cutting)	410-715	535-950
	Instructor in Secretarial Practice and Business Correspondence	410-715	535-950

\* Existing incumbent will be allowed revised scale of Rs. 390-685 as personal.

† To be redesignated as Lecturer.

‡ To be redesignated as Assistant Lecturer.

<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
	Rs.	Rs.
Instructor in Shorthand	410-715	535-950
Draftsman Grade-II	330-575	
Workshop Instructor	330-575	450-785
Demonstrator in Instrument Technology	330-575	
Assistant Instructor (Tailoring)	285-550	420-720
Assistant Instructor (Shorthand)	285-550	
Assistant Instructor (Embroidery)	275-525	
Instrument Mechanic	275-525	390-685
Skilled Assistant Grade-II	240-445	390-685
(Tailoring)		350-580
Typewriter Mechanic	230-385	330-515
<i>IV. Junior Technical Schools</i>		
Superintendent	560-1100	750-1450
Instructor (Engineering)	465-775	
Workshop Foreman	465-775	600-1100
Draftsman Grade-I (Mechanical)	465-775	
Workshop Instructor (Mechanical)	330-575	
Workshop Instructor (Electrical)	330-575	450-785
Draftsman Grade-II	330-575	
Skilled Assistant Grade-I	285-550	420-720
Skilled Assistant Grade-II	240-445	350-580
<i>V. Institute of Fine Arts, Trichur</i>		
Superintendent	405-660	700-1270
Senior Instructor*	275-525	450-785
Assistant Instructor †	230-385	350-580
<i>VI. Ravi Varma Institute of Fine Arts, Mavelikara</i>		
Superintendent	535-835	700-1270
Art Instructor*	330-575	450-785
Art Assistant †	240-445	350-580
<i>VII. Industrial Schools</i>		
Headmaster (Instructress)	235-395	340-535
Assistant Instructor	230-385	330-515
Industrial Assistant ‡	215-370	310-490
<i>VIII. Tailoring and Garment Making Centres</i>		
Instructress	235-395	340-535
Assistant Instructor	230-385	330-515
Junior Instructor Grade II ‡	200-285	310-490
<i>IX. Tailoring Trade Schools</i>		
Junior Instructor Grade-I** (Tailoring Training Centre, Weaving Training Centre, Composing and Printing Centre, Book Binding Centre and Rattan Training Centre)	210-340	310-490
Junior Instructor Grade-II** (Tailoring Training Centre, Weaving Training Centre, Composing and Printing Centre, Book Binding Centre and Rattan Training Centre)	200-285	310-490

\* To be redesignated as Senior Art Instructor.

† To be redesignated as Art Instructor.

‡ To be redesignated as Junior Instructor.

\*\* To be redesignated as Junior Instructor.

ed scale of pay

Rs.	Designation of post	Existing scale of pay	Revised scale of pay
		Rs.	Rs.
535-950			
450-785	<b>X. College of Fine Arts</b>		
	Principal	710-1200	910-1550
420-720	Professor	1000-1500	800-1550
	Lecturer	510-995	700-1270
390-685	Mural Expert	330-575	450-785
390-685	Studio Assistant Grade I	285-550	420-720
350-580	Studio Assistant Grade II	240-445	350-580
	Carpenter	210-340	
330-515	Welder-cum-Blacksmith	210-340	300-450
	Studio Attender	200-285	290-425
	Clay Worker	196-265	280-400
30-1450	<b>Pottery Unit (School of Arts)</b>		
	Potter Grade I	230-385	330-515
10-1100	Mechanic	215-370	310-490
	Moulder	215-370	310-490
50-785	Potter Grade II	210-340	300-450
	Pottery Boy	196-265	280-400
20-720	<b>XI. Government Commercial Institute</b>		
50-580	Principal	435-835	570-1070
	Lecturer	410-715	535-950
	Assistant Lecturer	285-550	420-720
1-1270	<b>XII. School of Printing Technology</b>		
10-785	Principal	750-1250	975-1625
0-580	Lecturer in Composing	560-1100	
	Lecturer in Letter Press Printing	560-1100	750-1450
	Lecturer in Process Engraving	560-1100	
	Lecturer in Business Management	560-1100	
-1270	Assistant Lecturer	465-775	600-1100
0-785	Demonstrator	345-580	450-785
0-580	Skilled Assistant Grade I	285-550	420-720
	Skilled Assistant Grade II	240-445	350-580
1-535	<b>XIII. Pre-vocational Training Centre</b>		
-515	Senior Instructor (Home Science)	405-660	520-900
-490	Senior Craft Instructor	285-550	420-720
	Craft Instructor		
	Craft Instructor Grade II	240-445	350-580
535	<b>Posts held by personnel of other departments</b>		
515	Administrative Officer	950-1450	1200-1800
490	Professor Grade I	850-1450	1125-1725
	Financial Assistant	710-1200	910-1550
	Professor Grade II	710-1200	910-1550
	Lecturer	510-995	700-1270
	†Lecturer Physical Education	510-995	535-950
	Research Officer	510-995	700-1270
	Departmental Man Power Officer	510-995	700-1270
	Senior Instructor in Agriculture	435-775	600-1100
	Career Master	405-660	520-900
	Instructor in Science and Maths.	405-660	
	Junior Lecturer	345-580	470-830
	Instructor in Science and Maths	285-540	
	Instructor in Humanities and Languages	285-540	420-720
	General Education Teacher	285-540	
	L.D. Compiler	230-385	330-515

† Will be redesignated as Physical Education Director. See also foot note under Collegiate Education.

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<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revis</i>
	Rs.	
<b>15. ELECTRICAL INSPECTORATE</b>		
Chief Electrical Inspector	1400-1900	16
Deputy Chief Electrical Inspector	1150-1650	14
Electrical Inspector	850-1450	11
Assistant Electrical Inspector	560-1100	7
Junior Electrical Inspector	465-775	6
Administrative Assistant	560-1100	7
Law Officer*	510-995	6
Confidential Assistant	405-660	5
Instrument Mechanic	275-525	3
Helper	210-340	2
<i>Posts held by personnel from other departments</i>		
Administrative Officer	710-1200	9
Accounts Officer	710-1200	9
Assistant Inspector (Local Fund Audit)	405-660	5
<b>16. ENQUIRY COMMISSIONER AND SPECIAL JUDGE/TRIBUNAL FOR DISCIPLINARY PROCEEDINGS</b>		
Tribunal for Disciplinary Proceedings/Enquiry Commissioner & Special Judge	1400-1900	16
Manager	495-835	6
Assistant Grade-I	285-550	4
Assistant Grade-II	240-445	3
Copyist	230-385	3
<b>17. FACTORIES AND BOILERS DEPARTMENT</b>		
Director of Factories and Boilers	1050-1550	13
Joint Director of Factories and Boilers	850-1450	11
Joint Director of Factories and Boilers (Medical)	850-1450	11
Regional Inspector of Factories/ Personal Assistant to the Director	750-1250	9
Inspector of Boilers	560-1100**	7
Inspector of Factories	510-995**	7
Inspectress of Factories for Women's Welfare/ Additional Inspector of Factories/Head Statistician	495-835	6
Head Draftsman	465-775	6
Draftsman Grade-I	330-575	4
Draftsman Grade-II	255-455	3
Record Keeper-cum-Librarian	210-340	3
† Nursing Orderly (Nursing Assistant Grade II)	200-285	2
<b>18. FIRE FORCE DEPARTMENT</b>		
Director of Fire Force		
Deputy Director		
Divisional Officer/Personal Assistant	850-1450	11
Assistant Divisional Officer	510-995	8
Station Officer	495-835	6
Assistant Station Officer	345-580	4
	275-525	3

\* If this post is filled up by an Under Secretary of the Law Secretariat, the corresponding scale (Rs. 910-1550) will apply.

\*\* These two categories of posts will form a common category viz., "Inspector of Factories & Boilers" placed in two grades, Grade II on Rs. 700-1270 and Grade I on Rs. 750-1450. The existing posts of Inspector of Boilers will be placed in Grade I and the other posts in Grade II.

† This post is held by Health Services Department personnel.

Revised scale	Designation of post	Existing scale of pay	Revised scale of pay
Rs.		Rs.	Rs.
	Leading Fireman	240-445	350-580
	Driver Mechanic/Fireman Driver Grade I	240-445	350-580
650-2175	Fireman Driver Grade II	215-370	310-490
1450-2050	Fireman	210-340	310-490
1125-1725	<b>19. FISHERIES DEPARTMENT</b>		
750-1450	Director of Fisheries	1150-1650	1450-2050
600-1100	Joint Director	850-1450	1125-1725
750-1450	Deputy Director	750-1250	975-1625
650-1150	Project Officer		
520-900	Assistant Director	560-1100	750-1450
390-685	Lobster Culturist	560-1100	750-1450
310-490	Refrigeration Engineer	560-1100	750-1450
	Administrative Assistant		
910-1550	Superintendent, Fishermen Training Centre/	495-835	650-1150
910-1550	Fisheries Complex		
535-950	Propaganda Assistant		
	Fresh Water Biologist		
	Research Officer	435-835	570-1070
	Marine Survey Officer		
	Eusturine Research Officer		
	Assistant Lobster Culturist		
	Fishery Development Officer Grade I	410-715	535-950
	Do. Grade II	405-660	520-900
650-2175	Research Assistant	405-660	
650-1150	Project Assistant	405-660	
420-720	Hydrologist	405-660	520-900
350-580	Curator	405-660	
330-515	Manager Ice Plant	405-660	
	Foreman		
	Inspector of Fisheries	345-580	470-830
	Fish Cultural Officer	345-580	
	Technical Assistant	345-580	
	Manager Fish Farm	285-550	420-720
	Operator		
	Sub Inspector of Fisheries	275-525	390-685
	Assistant Fishery Demonstrator	275-525	
	Instructor in Wood Work	275-525	
	Instructor in Gearmaking	275-525	
	Laboratory Assistant	275-525	
	Home Economist	275-525	390-685
	Mechanical Instructor Grade-I	275-525	
	Guidelight Mechanic	275-525	
	Mechanical Foreman	275-525	
	Senior Mechanic		
	Mechanical Instructor Grade-II	255-455	370-600
	Driver-cum-Operator	240-445	350-580
	Craft Instructor	230-385	
	Mechanic	230-385	330-515
	Nursery Keeper	230-385	
	Welder-cum-Turner	230-385	
	Fieldman	215-370	
	Field Investigator	215-370	
	Tindal-cum-Driver	215-370	
	Ticket Collector	215-370	310-490
	Assistant Operator	215-370	
	Boat Overseer	215-370	
	Tindal	215-370	
	Boat Driver	215-370	
	Boat Syrang	215-370	
	Petty Yard Officer	210-340	300-450

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: & Boiler  
e existing

Designation of post	Existing scale of pay	Revised scale of pay
	Rs.	Rs.
Fisherman	200-285	290-425
Iceman	200-285	
Laboratory Attender	200-285	
<b>Staff of the Boat-Building Yards and Ice Plants transferred from the Kerala Fisheries Corporation</b>		
<i>Staff</i>		
Co-ordination Officer	600-1200	800-1550
Assistant Accounts Officer	560-1100	750-1450
Superintendent Boat Building Yard	495-835	650-1150
Boat Building Assistant	495-835	
Cost Accountant	410-715	535-950
Ice Plant Manager	405-660	520-900
Cost Assistant	405-660	
Foreman	285-550	420-720
Junior Operator	285-550	
Senior Clerk	275-525	890-685
Assistant Foreman	275-525	
Store Keeper	275-525	
Purchase Assistant	275-525	
Junior Typist Clerk	230-385	330-515
Time Keeper	230-385	
Store Assistant	230-385	
Mechanic	230-385	
Charge-hand	230-385	
Carpenter	230-385	
Turner	230-385	
Store Attender	210-340	
Clerical Attender	210-340	
Iceman	210-340	
<i>Workers</i>		
Boat Body Builder	215-370	310-490
Sawman	215-370	
Fitter	215-370	
Mechanic	215-370	
Blacksmith	215-370	
Blacksmith-cum-fitter	215-370	
Welder-cum-fitter	215-370	
Fitter-cum-Turner	215-370	
Helper	215-370	
	196-265	280-400
<i>Posts held by Personnel of other departments</i>		
Administrative Officer	950-1450	1200-1800
Chief Mechanical Engineer	850-1450	1125-1725
Financial Assistant	560-1100	750-1450
Assistant Engineer	560-1100	750-1450
Deputy Registrar of Co-operative Societies	560-1100	750-1450
Research Officer, Statistics	510-995	750-1450
Assistant Registrar of Co-operative Societies	495-835	700-1270
Junior Engineer	465-775	650-1150
Divisional Accountant	435-835	600-1100
Senior Co-operative Inspector	410-715	570-1070
Draftsman Grade I	330-575	535-950
Statistical Investigator U. D.	275-525	450-785
Draftsman Grade II	255-455	390-685
Work Superintendent	230-385	370-600
Statistical Investigator L. D.	230-385	330-515
Headmaster	230-385	330-515
Senior Grade Teacher	535-835	700-1270
High School Assistant	405-660	520-900
Language Teacher	285-540	420-720
Warder-cum-Tutor	285-540	420-720
	230-385	330-515



Revised scale of pay	Designation of post	Existing scale of pay	Revised scale of pay
Rs.		Rs.	Rs.
	<b>20. FOREST DEPARTMENT</b>		
290-425	Assistant Conservator of Forests	600-1200	800-1550*
	Divisional Forest Officer and equivalent categories } Administrative Assistant	560-1100	750-1450
	Ranger	445-835	570-1070**
	Personal Assistant } Manager	405-660	520-900
800-1550	Wild life Guide	330-575	450-785
750-1450	Deputy Ranger†	275-525	390-685
650-1150	Curator	275-525	390-685
535-950	Courier	240-445	350-580
520-900	Part-time Game Instructor	230-385	350-580
	Forester	210-340	310-490
420-720	Guard	200-285	290-425
	Timber Supervisor	196-265	280-400
	Watcher		
	Warden	200-285	290-425
890-685	Top Warder		
	<i>Posts held by personnel of other Departments</i>		
	(1) <i>Public Works Department</i>		
330-515	Assistant Engineer	560-1100	750-1450
	Junior Engineer	465-775	600-1100
	Head Draftsman	465-775	600-1100
	Draftsman Grade I	330-575	450-785
	Draftsman Grade-II	255-455	370-600
800-450	Tracer	230-385	330-515
	(2) <i>Bureau of Economics and Statistics</i>		
	Research Officer	510-995	700-1270
	Research Assistant	405-660	520-900
	Compiler U. D.	275-525	390-685
510-490	Compiler L. D.	230-385	330-515
	(3) <i>Judicial</i>		
	Tribunal Judge	1400-1900	1650-2175
	(4) <i>Secretariat</i>		
280-400	Administrative Officer	950-1450	1200-1800
	Finance Officer	950-1450	1200-1800
	(5) <i>Survey and Land Records</i>		
200-1800	Deputy Director of Land Records	710-1200	910-1550
125-1725	Assistant Director of Survey	560-1100	750-1450
750-1450	Superintendent of Survey	495-835	650-1150
750-1450	Technical Assistant	495-835	650-1150
700-1270	Surveyor	240-445	350-580
650-1150			
600-1100			
70-1070			
535-950			
450-785			
590-685			
370-600			
330-515			
330-515			
10-1270			
20-900			
20-720			
20-720			
30-515			
	(6) <i>Animal Husbandry</i>		
	Forest Veterinary Officer	560-1100	750-1450
	Assistant Veterinary Officer	445-835	600-1100

\* Promotees will start at Rs. 910

\*\* A senior grade in the scale of Rs. 650-1150 will be allowed in the ratio 1 : 3 between Senior Ranger and Rangers

† One post of Dy. Ranger will be created in every territorial range (excluding the Special Ranges). Existing posts of Dy. Rangers will be set off and balance number of posts alone will be newly created.

4/4483/MC.

Designation of post	Existing scale of pay	Revised scale of pay
Pharmacist	Rs.	Rs.
Compounder	255-455	
Nursing Assistant	255-455	370-600
Laboratory Assistant	200-285	
	200-285	290-425
(7) Police Department		
Deputy Superintendent of Police	600-1200	800-1550
Circle Inspector of Police	495-835	650-1150
Sub Inspector	345-580	470-830
Head Constable	240-445	350-580
Police Constable	210-340	310-490
21. OFFICE OF THE GOVERNMENT ARBITRATOR		
Chief Engineer (Arbitration)	1400-1900	1800-2250
Financial Assistant	560-1100	750-1450
Section Officer (Law)	495-835	650-1150
Section Officer	495-835	
Assistant Grade I	285-550	420-720
Typist (U. D.)	285-550	
Stenographer	240-540	350-580
22. GOVERNMENT PRESSES		
Superintendent of Government of Presses	850-1450	1200-1800
Deputy Superintendent	710-1200	975-1625
Assistant Superintendent	495-835	700-1270
Manager, P. S. C. Form Stores	495-835	
Office Manager		
Publication Assistant		
Forms Officer		
*Accounts Officer	435-835	650-1150
**General Foreman		
Head Computer		
Head Reader	405-660	520-900
Supervisor		
Forms Inspector	405-660	520-900
Senior Foreman	330-575	
Senior Reader	330-575	
Type Storekeeper	330-575	450-785
Chief Operator	330-575	
Foreman (Workshop)	330-575	
Junior Foreman	330-575	
Assistant Foreman	285-550	
Senior Mechanic		
Computer Grade I	285-550	
Senior Electrician	285-550	420-720
Reader	285-550	
Warehouseman	275-525	
Compositor (U. D.)	275-525	
Printer (U. D.)	275-525	390-685
Assistant Type Storekeeper	275-525	
Linotype Operator Grade I	275-525	
Mono Key Board Operator Grade I	275-525	
Mono-Super Caster Operator	275-525	
Monotype Caster Operator (U. D.)	275-525	
Rotaprint Operator Grade I	275-525	390-685
Intertype Operator Grade I	275-525	
Rotaprint Typist Grade I	275-525	

\* To be redesignated as Senior Superintendent (Accounts).

\*\*The existing special pay of Rs. 15 will continue.

Revised scale of	Designation of post	Existing scale of pay	Revised scale of pay
Rs.		Rs.	Rs.
370-600		275-525	
270-425	Binder (U. D.)	275-525	
	Ruling Machine Minder (U. D.)	275-525	390-685
	Ruling Machine Feeder (U. D.)	275-525	
	Sergeant	275-525	
	Senior Time Keeper	275-525	
800-1550	Foundry Worker (U. D.)	255-455	
650-1150	Time Keeper	255-455	370-600
470-830	Mono Key Board Operator Grade II	255-455	
350-580	Inter-type Operator Grade II	255-455	
310-490	Lino-type Operator Grade II	240-445	
	Copy Holder	240-445	
	Computer Grade II	240-445	
1800-2250	Stereotyper	240-445	350-580
750-1450	Roller Caster	240-445	
650-1150	Engraver-cum-Punch Cutter	240-445	
	Rota Print Operator Grade II	240-445	
420-720	Rota Print Typist Grade II	230-385	
350-580	Thompson Type Caster Attender	230-385	
	Compositor (L. D.)	230-385	
	Printer (L. D.)	230-385	
	Binder (L. D.)	230-385	
200-1800	Foundry Worker (L. D.)	230-385	
175-1625	Machanic-cum-Machinist	230-385	
100-1270	Fitter Mechanic	230-385	
	Welder	230-385	
	Mechanic-cum-Welder	230-385	
50-1150	Carpenter	230-385	330-515
	Mechanic-cum-Carpenter	230-385	
	Assistant Roller Caster	230-385	
	Ruling Machine Minder (L. D.)	230-385	
320-900	Ruling Machine Feeder (L. D.)	230-385	
	Assistant Time Keeper	230-385	
120-900	Monotype Caster Operator (L. D.)	230-385	
	Assistant Monosuper Caster Operator	230-385	
	Assistant Type Caster Operator	230-385	
50-785	Assistant Stereo Typer	230-385	
	Assistant Warehouseman	215-370	310-490
	Examiner	200-285	
	Time Assistant	200-285	290-425
	Counter, Packer	200-285	
	Mason		
20-720	<i>Posts held by personnel of other Departments</i>		
	Administrative Officer	710-1200	910-1550
	Financial Assistant	710-1200	910-1550
0-385	Mechanical and Electrical Engineer	560-1100	750-1450
	Labour Welfare Officer	495-835	650-1150
	Sub Inspector	345-580	470-830
	Police Constable	210-340	310-490
0-685	<b>23. GROUND WATER DEPARTMENT</b>		
	Chief Hydrogeologist	1400-1900	1650-2175
	Superintending Engineer	1150-1650	1450-2050
	Executive Engineer (Design)	850-1450	1125-1725
	Hydrogeologist	560-1100	750-1450

Designation of post	Existing scale of pay	Revised scale of pay
	Rs.	Rs.
Drilling Engineer	560-1100	750-1450
Assistant Engineer (Workshop and Maintenance)		
Assistant Engineer (Stores & Purchases)		
Assistant Engineer (Design)		
Assistant Engineer (Hydrology)		
Geologist	560-1100	750-1450
Chemist	560-1100	750-1450
Junior Drilling Engineer	465-775	600-1100
Junior Engineer (Workshop & Maintenance)		
Junior Engineer (Stores & Purchase)		
Junior Engineer		
Junior Engineer (Design)		
Junior Engineer (Hydrology)		
Junior Geophysicist		
Junior Hydrogeologist	410-715	535-950
Master Driller		
Senior Driller	330-575	450-785
Store-in-charge	330-575	450-785
Foreman	330-575	450-785
Overseer	330-575	450-785
Driller	285-550	420-720
Driller (Calyx)		
Driller Mechanic		
Motor Mechanic		
Chemical Assistant	285-550	420-720
Geological Assistant	285-550	420-720
Geophysical Assistant	285-550	420-720
Store Assistant	285-550	420-720
Draftsman-cum-Tracer	255-455	370-600
Surveyor	255-455	370-600
Compressor Driver	255-455	370-600
Welder	230-385	330-515
Machinist	230-385	330-515
Blacksmith	230-385	330-515
Tracer	230-385	330-515
Pump Operator	215-370	310-490
Drilling Assistant	215-370	310-490
24. HARIJAN WELFARE DEPARTMENT		
Director of Harijan Welfare		I.A.S. cadre
Joint Director	850-1450	1125-1725
Liaison Officer		
Vigilance Officer	850-1450	1125-1725
Deputy Director		
Assistant Director	710-1200	975-1625
Special Officer		
District Welfare Officer	560-1100	750-1450
Instructor in Stenography	510-995	700-1270
Chief Industrial Supervisor	510-995	700-1270
Chief Publicity Officer	495-835	650-1150
Colonisation Administrator	495-835	650-1150
*Accounts Officer	495-835	650-1150
Industrial Supervisor	495-835	650-1150
Taluk Welfare Inspector	405-660	520-900
Manager, Show Room	405-660	520-900
Manager	405-660	520-900
Weaving Supervisor	330-575	450-785
Supervisor	285-550	420-720
Information Assistant		
Nursery School Teacher	275-525	390-685
	235-395	340-535

\* Will be redesignated as Senior Superintendent (Accounts).

Existing scale of pay	Designation of post	Existing scale of pay	Revised scale of pay
Rs.		Rs.	Rs.
	Steward	230-385	330-515
	Instructor	230-385	330-515
750-1450	Librarian	230-385	330-515
	Warden	196-265	330-515
	Part-time Sewing Mistress	200-285	290-425
	<i>Posts held by personnel of other Departments</i>		
150-1450	Administrative Officer	950-1450	1200-1800
150-1450	Financial Assistant	710-1200	910-1550
100-1100	Principal	750-1250	975-1625
	Lecturer	510-995	700-1270
	Physician (Ayurveda)	410-715	600-1100
00-1100	Compounder	230-385	330-515
	Junior Co-operative Inspector	330-575	450-785
	Revenue Inspector	275-525	390-685
	Field Assistant (Agriculture Department)	255-455	390-685
	Sister Tutor	330-575	450-785
	<b>25. HEALTH SERVICES DEPARTMENT</b>		
	<b>A. Medical</b>		
	<b>(i) Directorate and General</b>		
	Director of Health Services	1400-1900	1800-2250
	Additional Director of Health Services	1150-1650+	1450-2050+
		Spl. pay	Spl. pay
		Rs. 200	Rs. 200
	Deputy Director of Health Services	1050-1550	1300-1900
	Project Director		
	Assistant Director of Health Services	850-1450	1125-1725
	District Medical Officer of Health		
	Civil Surgeon Grade I		
	Zonal Malaria Officer	850-1450	1125-1725
	Principal, Public Health Training School		
	Assistant District Medical Officer of Health	600-1200	800-1550
	Civil Surgeon Grade II **		
	Medical Officer		
	Lady Medical Officer	510-995	700-1270
	Assistant Surgeon		
	Assistant Surgeon G. C. I. M., L. I. M.	560-1100	750-1450
	Administrative Assistant		
	<b>(ii) Employees' State Insurance</b>		
	Administrative Medical Officer	1150-1650+	1450-2050+
		Spl. pay	Spl. pay
		Rs. 200	Rs. 200
	Civil Surgeon Grade I	850-1450	1125-1725
	Civil Surgeon Grade II **	600-1200	800-1550
	Insurance Medical Officer	510-995	700-1270
	Additional Insurance Medical Officer		
	<b>(iii) Special Categories</b>		
	Radiotherapist	600-1200	800-1550
	Dental Civil Surgeon Grade I	850-1450	975-1625*
	Dental Civil Surgeon Grade II **	600-1200	750-1450+
	Dental Surgeon	510-995	600-1100+
	Radiologist	510-995	700-1270
	Radiotherapist	510-995	
	Pathologist	510-995	

- \* Existing incumbents will be allowed the revised scale of pay of Rs. 1125-1725 as personal.  
+ Existing incumbents will be allowed the revised scale of pay of Rs. 800-1550 as personal.  
Existing incumbents will be allowed the revised scale of pay of Rs. 700-1270 as personal  
\*\* The ratio of 5:1 will apply as between Assistant Surgeons and Civil Surgeons Grade II.

Designation of post	Existing scale of pay		Revised scale of pay	
	Rs.		Rs.	
<b>B. Family Welfare &amp; Public Health Organisation.</b>				
<b>(a) Family Welfare</b>				
<b>(i) Family Welfare State Bureau</b>				
Deputy Director of Health Services	1050-1550		1300-1900	
Assistant Director of Health Services	850-1450		1125-1725	
State Mass Education and Media Officer	850-1450		1125-1725	
Medical Officer (I.U.C.D.)	600-1200		800-1550	(viii)
Demographer	560-1100		750-1450	
Statistician	405-660		520-900	(ix)
Statistical Assistant	330-575		450-785	
<b>(ii) Education and Information (Headquarters)</b>				
Chief Health Education Officer	510-995		700-1270	
Administrative Assistant	560-1100		750-1450	
*Senior Accountant	560-1100		650-1150	
Stores Officer (F.W.)	495-835		650-1150	
Social Scientist	495-835		570-1070	
Editor	435-835		520-900	
Junior Accountant	405-660			
<b>(iii) District Bureau</b>				
District Family Welfare Medical Officer	850-1450		1125-1725	(x)
Statistical Assistant	275-525		390-685	
Family Welfare Health Assistant	275-525		420-720	
<b>(iv) Mobile I.U.D. Unit</b>				
Assistant Surgeon	510-995		700-1270	
Auxiliary Nurse-Midwife	255-455		420-720**	
Attendant (Female)	200-285		370-600	
			290-425	
<b>(v) Education and Information (Field Establishment)</b>				
Mass Education & Information Officer	495-835		650-1150	
†Administrative Assistant	495-835		650-1150	
District Extension Educator	405-660		520-900	(b) P
Deputy Mass Education & Information Officer	405-660			(j)
Urban Extension Educator	405-660			
Block Extension Educator	285-550		420-720	
Family Welfare Worker	230-385		330-515	
Computer	230-385		330-515	
<b>(vi) Sterilisation &amp; I.U.D. Unit</b>				
Assistant Surgeon	510-995		700-1270	
Medical Officer	510-995		700-1270	
Medical Officer (Female)	510-995		700-1270	
Operation Theatre Nurse	285-550		420-720	
Nurse	285-550			
Auxiliary Nurse-Midwife	255-455			
Midwife				
Maternity Assistant				
<b>(vii) Urban &amp; Rural Family Welfare Unit</b>				
Assistant Surgeon	510-995		700-1270	
Public Health Nurse	330-575		450-785	
Health Visitor	285-550		420-720	

\* Will be redesignated as "Accounts Officer".

\*\*A higher grade on Rs. 420-720 will be allowed. Ratio between Grade I and Grade II will be 1:5.

† The post will be redesignated as 'Senior Superintendent'.

scale of pay	Designation of post	Existing scale of pay	Revised scale of pay
Rs.		Rs.	Rs.
	( Family Welfare Health Assistant Health Education Assistant )	275-525	420-720
	Auxiliary Nurse-Midwife	255-455	{ 420-720* 370-600
00-1900 25-1725 25-1725 30-1550 30-1450 120-900 50-785	(viii) Administration & Stores Store Keeper-cum-Clerk-cum-Accountant	230-385	330-515
	(ix) Family Welfare Training Centres, Calicut and Trivandem	850-1450	1125-1725
	Principal	600-1200	800-1550
	Medical Lecturer-cum-Demonstrator	600-1200	800-1550
	Medical Lecturer (M.C.H.)	600-1200	800-1550
	Health Education Instructor	510-995	700-1270
	**Statistician	495-835	650-1150
	Social Science Instructor	495-835	650-1150
	Health Education Extension Officer	495-835	650-1150
	Public Health Nurse Instructor	230-385	330-515
	Computer	210-340	300-450
	House Keeper	510-995	700-1270
	Senior Training Officer (Sanitation)		
0-1270 0-1450 3-1150 3-1150 3-1070 10-900	(x) Offset Press	495-835	700-1270
	Superintendent	405-660	520-900
	Helio Operator	330-575	450-785
	Camera man	330-575	450-785
	Offset Machine Operator	285-550	
	Proof Reader	285-550	420-720
	Artist	285-550	
	Retouching Artist	275-525	390-685
	Graining Machine Operator	275-525	
	Store Keeper	240-445	350-580
	Copyholder	230-385	330-515
	Compositor	230-385	330-515
	Assistant Offset Machine Operator	230-385	330-515
	Binder		
-1725 0-685 3-720			
1270 1-720** -600 -425			
150 150	(b) Public Health		
	(i) General	600-1200	800-1550
	Assistant District Medical Officer of Health	495-835	650-1150
	Health Education Officer (Training)	495-835	650-1150
	Senior Health Inspector	495-835	650-1150
	Senior Sanitarian	410-715	535-950
	District Public Health Nurse	405-660	
	Assistant Supervising Officer (Small-pox)	405-660	
	Para Medical Assistant	405-660	
	Health Supervisor	405-660	520-900
	Urban Health Educator	405-660	
	Public Health Supervisor	405-660	
	Health Inspector Grade I	405-660	
	Health Educator	285-550	420-720 ✓
	Health Inspector Grade II	285-550	420-720
	Vaccination Supervisor	240-445	{ 420-720† 350-580
	Dental Hygienist		
	Social Worker	230-385	
	Health Assistant	230-385	330-515 ✓
	Basic Health Worker	230-385	
	Field Assistant	230-385	

\* A higher grade on Rs. 420-720 will be allowed. Ratio between Grade I and Grade II will be 1:5.

\*\* Will be redesignated as Chief Statistician (Family Welfare).

† Dental Hygienists will be placed in two grades, Grade I on Rs. 420-720 and Grade II on Rs. 350-580 in the ratio of 1:5.

Designation of post	Existing scale of pay	Revised scale of pay
<i>(ii) Communicable Diseases Wing</i>		
	Rs.	Rs.
Assistant Director (Entomology)	850-1450	800-1550*
Entomologist	510-995	700-1270
Biologist	510-995	520-900
Filaria Inspector Grade I	405-660	
Malaria Inspector Grade I	405-660	520-900
Assistant Entomologist	405-660	
Malaria Inspector Grade II	285-550	420-720
Filaria Inspector Grade II	285-550	
Field Assistant	230-385	330-515
Insect Collector	230-385	
Field Worker	200-285	
<i>(iii) T. B. Wing</i>		
Director, T. B. Centre	850-1450	1125-1725
Supervising Medical Officer (B.C.G.)	600-1200	800-1550
Bacteriologist	560-1100	750-1450
T.B. Officer	510-995	700-1270
B.C.G. Team Leader	405-660	520-900
Physiological Assistant	405-660	520-900
Senior Treatment Organiser	330-575	450-785
† Treatment Organiser Grade I	275-525	420-720
† Treatment Organiser Grade II	240-445	350-580
Health Education Assistant (B.C.G.)	275-525	420-720
Health Assistant (B.C.G.)	230-385	330-515
<i>(iv) Leprosy Wing</i>		
Urban Health Educator	405-660	520-900
Circle Supervisor		
Physiotherapist	330-575	450-785
Non-Medical Supervisor		
† Leprosy Health Visitor Grade I	285-550	450-785
† Leprosy Health Visitor Grade II	275-525	420-720
	240-445	350-580
<i>(c) Nursing (Education and Hospital Staff)</i>		
Assistant Director (Nursing)	600-1200	800-1550
Senior Training Officer (Nursing)	510-995	700-1270
Nursing Superintendent (Teaching)	495-835	650-1150
Superintendent, Nursing Schools	495-835	650-1150
Nursing Superintendent (General) Grade I		
Nursing Superintendent Grade II	410-715	535-950
Nursing Tutor Grade I	410-715	535-950
Nursing Tutor Grade II	405-660	
Public Health Nursing Tutor	405-660	535-950
Public Health Nurse	330-575	450-785
Head Nursing Sister	330-575	450-785
Head Nurse	285-550	420-720
§ Staff Nurse		
Nurse	285-550	420-720
Health Visitor		
Auxiliary Nurse Midwife	255-455	420-720 @
Midwife		
Maternity Assistant		370-600
Hon. Head Nursing Sister	Rs. 225	Rs. 250
Hon. Head Nursing Sister	Rs. 300	Rs. 350
Chief Radiographer	410-715	535-950
Radiographer Grade I	330-575	420-720**

- \* The present incumbent will be allowed the revised scale of pay of Rs. 1125-1725 as personal.  
† Ratio between Grade I and Grade II T.B. Treatment Organiser will be revised to 1:3.  
‡ The ratio between Leprosy Health Visitor Grade I and Grade II will be revised to 1:5.  
§ The ratio between Head Nurse and Staff Nurse will be 1:4.  
@ A higher grade on Rs. 420-720 will be allowed. The ratio between Grade I and Grade II will be 1:3.  
\*\* Ratio between Grade I & Grade II Radiographers will be 1:3. Existing incumbents on Rs. 330 will be allowed revised scale of Rs. 450-785 as personal.



Revised scale of pay

Rs.  
 800-1550\*  
 700-1270  
 520-900  
 520-900  
 420-720  
 330-515  
 290-425  
 1125-1725  
 800-1550  
 750-1450  
 700-1270  
 520-900  
 520-900  
 450-785  
 420-720  
 350-580  
 420-720  
 350-515  
 520-900  
 450-785  
 450-785  
 420-720  
 350-580  
 10-1550  
 10-1270  
 0-1150  
 0-1150  
 35-950  
 35-950  
 35-950  
 10-785  
 10-785  
 0-720  
 0-720  
 0-720 @  
 700  
 250  
 350  
 950  
 720\*\*  
 mal.

Designation of post	Existing scale of pay	Revised scale of pay
Radiographer Grade II	240-445	350-580
Pharmacist-Store Keeper	275-525	420-720
Pharmacist	255-455	420-720* 370-600
<b>(d) Health Education Bureau</b>		
Chief Health Education Officer	510-995	700-1270
Health Education Officer		
Technical Officer (State Health Education Bureau)	510-995	650-1150
District Health Education Officer	495-835	
Health Educator Officer Grade II	495-835	520-900
Social Scientist	410-715	
Health Educator	405-660	
Sub Editor	405-660	
<b>(e) Hospitals &amp; other Institutions</b>		
<b>Technicians</b>		
Chief Laboratory Technician	330-575	450-785
District Laboratory Technician	330-575	
Senior Laboratory Technician	285-550	420-720
Laboratory Technician		
Mortuary Technician	285-550	420-720
Radium Technician		
X-Ray Technician	240-445	350-580
Blood Bank Technician		
E.N.T. Technician	240-445	350-580
V.D. Technician		
Sterilisation Technician	240-445	350-580
E.C.G. Technician		
Anaesthetic Technician	285-550	420-720
Theatre Technician		
† Technician	285-550	420-720
X-Ray Mechanic		
Theatre Mechanic Grade I	285-550	420-720
Theatre Mechanic Grade II	240-445	350-580
Dental Mechanic	285-550	420-720
Orthoptist	240-445	350-580
Refractionist	240-445	350-580
Microscopist	230-385	330-515
<b>(f) Medical Stores</b>		
Store Officer, Government Medical Stores	600-1200	800-1550
Stores Superintendent, District Medical Stores	405-660	
Stores Verification Officer	405-660	520-900
Assistant Stores Officer		
Store Keeper	330-575	450-785
<b>(g) Health Transport Organisation</b>		
Health Transport Officer	600-1200	800-1550
Works Manager	560-1100	750-1450
Assistant Health Transport Officer	510-995	700-1270
Materials Manager	435-775	570-1070
Service Engineer	410-715	535-950
Senior Technical Assistant (HT)	410-715	
Store Superintendent	330-575	450-785
Chargeman	285-550	
Junior Technical Assistant (HT)	285-550	420-720

\* Pharmacists will be allowed a higher grade on Rs. 420-720. The ratio between Grade I and Grade II will be 1:5.

† Any other Technicians not specifically mentioned.

‡ A new lower grade will be created on Rs. 350-580 and in future recruitment will be made only to the lower grade. Ratio of 1:3 will be maintained between Grade I and Grade II by fresh recruitment to lower grade.

6/11/53/110.

will be  
 is. 330-515

Designation of post	Existing scale of pay		Revised scale of pay
	Rs.		Rs.
Foreman Mechanic	275-525	}	390-685
Purchase Assistant	275-525		
Master Mechanic (Den-beater)	275-525	}	370-600
Skilled Artisan	255-455		
Tinker	230-385	}	330-515
Blacksmith	230-385		
Mechanic (HT)	230-385	}	330-515
Welder	230-385		
Hammerman-cum-Blacksmith	230-385	}	330-515
Carpenter	230-385		
Assistant Sergeant	230-385	}	330-515
Electrician (H. T.)	215-370		
Helper	215-370	}	310-490
Semi-skilled Artisan	215-370		
Unskilled Artisan	200-285		290-425
<b>(b) Health Statistics</b>			
Chief Statistician	510-995		700-1270
Statistician	405-660	}	520-900
Junior Statistical Officer	405-660		
Statistical Assistant	330-575		450-585
Junior Statistician	325-660		450-785
Statistical Assistant	275-525		390-685
Compiler	230-385		330-515
<b>(i) Other Miscellaneous categories</b>			
Lay Secretary & Treasurer	495-835	}	650-1150
Chief Accountant			
*Administrative Assistant	495-835	}	650-1150
Care Supervisor			
Care Special Officer	495-835	}	650-1150
*Administrative Officer (T. B. Centre)			
Radiation Physicist	495-835		650-1150
Clinical Psychologist	510-995		700-1270
Medical Record Officer	510-995		700-1270
Scientific Assistant (Physiotherapy)	435-835		520-900
Junior Scientific Officer	435-835		570-1070
Psychiatric Social Worker	405-660		520-900
Dietician Grade I	405-660		520-900
Dietician Grade II	330-575		450-785
Physiotherapist (General)	330-575		450-785
Leprosy Physiotherapist	330-575		450-785
Social Worker (Skin & V.D.)	285-550		420-720
Social Worker (FSDTU)	275-525		420-720
Refrigeration Mechanic	285-550		420-720
Chemist	285-550		420-720
Medical Record Librarian	285-550		420-720
Sample Collector	285-550		350-580
Instructor Grade I	285-550		420-720
Instructor Grade II	235-395		420-720
Home Science Assistant	275-525		340-535
Sergeant	275-525		390-685
Foreman, Power Laundry	275-525	}	390-685
Publication Assistant			
Occupational Therapist	275-525	}	390-685
Librarian			
Electrical Overseer	275-525		390-685
Draftsman	255-455	}	370-600
	255-455		

\*Will be redesignated as Manager.

\*\*Medical Record Librarian will be placed in two grades, Grade I on Rs. 420-720 and Grade II on Rs. 350-580. The ratio between the grades will be 1:1. Fresh appointments will be made to the lower grade.

Revised scale of pay	Designation of post	Existing scale of pay	Revised scale of pay
		Rs.	Rs.
370-600	Assistant Instructor Bunoi Instructor Weaving Instructor Weaving Master	235-395	340-535
330-515	Carpenter Assistant Foreman (Power Laundry) V. D. Social Worker Lift Mechanic Dark Room Assistant Air Condition Mechanic Research Assistant Glass Blower	230-385	330-515
330-515 330-515 310-490 290-425	Junior Operator Boiler Attendant Electrician Theatre Assistant Power house Mechanic Electric Mechanic Electric Welder	230-385	350-580
700-1270 520-900 450-785 450-785 350-685 350-515	Maistry Plumber Syrang Fireman Plumber-cum-Operator Head Cook	215-370	310-490
650-1150 350-1150	Higher Grade Nursing Assistants and Attenders House Keeper Silk-Screen Printing-cum-Duplicator Operator Mechanic Laboratory Assistant	210-340	300-450
350-1150 700-1270 700-1270 520-900 70-1070 520-900 520-900 520-900 450-785 450-785 450-785 420-720 420-720 420-720 420-720 420-720** 350-580 420-720 420-720 420-720 420-720** 350-580 420-720 420-720 420-720	Engine Driver Fitter Pump House Driver Work Mistress Packer Attender Junior Laboratory Assistant Laboratory Assistant Tailor Painter Messenger Messenger Boy Stable Attender †Nursing Assistant Grade II Lift Operator Dresser Lift Attendant Telephone Operator Phone Attendant Hospital Attendant	200-285	290-425
190-685 90-685 70-500	(j) Laboratories (i) Public Health Laboratory ‡Director Senior Assistant Director	196-265 1150-1650+ Spl. pay Rs. 200 850-1450	280-400 1300-1900 1125-1725

\*Includes other Attenders, Power Laundry Attender, Theatre Attender, Pump House Attender, Mechanic Attender, Record Attender, Library Attender, X-Ray Attender, Hospital Attenders. Qualified Attenders will be eligible for the scale allowed for the Common categories of Attenders.

†Includes Warder and Nursing Orderly.

‡Now borne on the cadre of Additional Director of Health Services. The present incumbent will be allowed the revised scale of Rs. 1450-2050 + Special pay of Rs. 200 as personal.

Designation of post	Existing scale of pay	Revised scale of pay
	Rs.	Rs.
Assistant Director (Medical) Senior Medical Officer Assistant Director (Nutrition) Project Nutrition Officer State Nutrition Officer	600-1200	800-1550
Medical Officer Medical Officer (Pathology) Scientific Officer (Sterile Solution, Biochemistry, Microbiology) Research Officer (Biochemistry) Junior Protozoologist	510-995 495-835	700-1270 650-1150
(ii) Government Analyst Laboratory		
Chief Government Analyst Government Analyst Deputy Government Analyst Scientific Officer	850-1450 750-1250 600-1200 510-995	1125-1725 975-1625 830-1550 700-1270
(iii) Common Subordinate posts in the Laboratories		
Junior Research Officer Junior Scientific Officer Chemist Bacteriologist	410-715	535-950
Junior Statistical Officer Dietician	405-660	520-900
Scerological Assistant Food Analyst Chemist Sample Collector Technical Assistant Grade I Store Keeper Technical Assistant Grade II	330-575 285-550 240-445	450-780 420-720 350-580
(k) Food Administration		
Technical Assistant Regional Food Inspector Chief Food Inspector Food Inspector	495-835 495-835 495-835 405-660	650-1150 650-1150 650-1150 520-900
Posts held by personnel of other Departments		
Administrative Officer Administrative Officer (E.S.I.) Financial Assistant Assistant Engineer Ayurveda Physician (E. S.I.) Deputy Overseer Draftsman Grade II Overseer Grade II	950-1450 710-1200 710-1200 560-1100 410-715 275-525 255-455	1200-1800 910-1550 750-1450 600-1100 390-685 370-600
Ayurveda Compounder (E.S.I.) Ayurveda Attender (E.S.I.) Man-Power Officer Research Officer	230-385 200-285	330-515 290-425
Research Assistant School Health Education Officer	510-995 405-660 535-835	700-1270 520-900 700-1270

Directorate

Ayurveda

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 4488 MC

Revised scale of pay

Rs.	Designation of Post	Existing scale of pay Rs.	Revised scale of pay Rs.
<b>26. HINDU RELIGIOUS AND CHARITABLE ENDOWMENTS ADMINISTRATION DEPARTMENT</b>			
600-1550	Commissioner, H. R. & C. E.	1150-1650	1200-1800*
	Deputy Commissioner	750-1200	975-1625
700-1270	Assistant Commissioner (Personal Assistant to Commissioner)	560-1100	750-1450
	Inspector (U.D.)	275-525	390-685
	Inspector (L. D.)	230-385	330-515
<b>27. HOMOEOPATHY DEPARTMENT</b>			
650-1150	Director	750-1250	975-1625
	Principal	710-1200	910-1550
1125-1725	Professor	600-1200	800-1550
975-1625	Administrative Assistant	560-1100	750-1450
830-1550	Chief Medical Officer	510-995	700-1270
700-1270	Lecturer	510-995	700-1270
	Medical Officer (Central Store)	410-715	570-1070
	Resident Medical Officer	410-715	
	Tutor	410-715	
	Medical Officer	410-715	
335-930	Nurses with one year training Course I Grade } Do. II Grade }	230-385	{ 390-685** 350-580
220-900	Nurses with Auxiliary Nurse-Midwives Qualification I Grade } Do. II Grade }	230-385	{ 420-720** 370-600
50-785	Pharmacist (Compounder)	230-385	330-515
	Laboratory Technician	230-385	350-580
	Store Attender	210-340	300-450
20-720	Nursing Assistant	200-285	290-425
	Attender	285-550	420-720
	Attendant		
50-580	Staff Nurse (Allopathy)†		
	Midwife‡	255-455	370-600
<b>28. INDIGENOUS MEDICINE DEPARTMENT</b>			
0-1150	<i>Directorate and District Offices</i>		
0-1150	Director	1050-1550	1300-1900
0-1150	Joint Director	850-1450	1125-1725
0-900	Deputy Director	750-1250	975-1625
	Accounts Officer	560-1100	750-1450
0-1800	District Indigenous Medical Officer	510-995	750-1450
	<i>Ayurveda Colleges and Collegiate Hospitals</i>		
1-1550	Principal	850-1450	1125-1725
1-1450	Professor	710-1200	910-1550
1-1100	Clinical Professor-cum-Superintendent	710-1200	
1-685	Editor	710-1200	
1-600	Research Officer	560-1100	750-1450
	Lecturer in Physical Education/Sanskrit	510-995	†
	Lecturer	510-995	700-1270
	Assistant Editor	510-995	700-1270

\* The existing incumbent will be allowed the revised scale of Rs. 1450-2050 as personal.

\*\* Ratio between Grade I and II will be 1:5.

† Addition to corresponding cadres in the Health Services Department.

‡ Revised scales sanctioned for corresponding categories in Collegiate Education Department will apply.

4/4483/MC.

Designation of Post	Existing scale of pay	Revised scale of pay	
	Rs.	Rs.	
Lady Doctor (Allopathy)	510-995	700-1270	
Lady Medical Officer (Ayurveda)	410-715	600-1100*	}
Resident Medical Officer			
**Administrative Assistant, Ayurveda College, Trivandrum/Trippunithura	495-835	650-1150	
Lay Secretary	495-835	650-1150	Drug
Tutor	410-715	600-1100	}
Tutor Specialist			
Demonstrator in Rasathantra	410-715	600-1100	
Ayurvedic Assistant	410-715	600-1100	
Assistant to Pharmacognosy Officer	410-715	535-950	}
Research Assistant	410-715		
Farm Superintendent	410-715		
Nursing Superintendent, Ayurveda College, Hospital	330-575	450-785	Resea
Head Nurse (Allopathy); Maternity Hospital	330-575	450-785	
Staff Nurse (Allopathy)	285-550	420-720	
Nurse Grade I	255-455	370-600†	
Nurse Grade II	230-385	330-515‡	
Pharmacist Grade I	255-455	370-600‡	
Pharmacist Grade II	230-385	330-515‡	
Midwife	255-455	370-600	
Laboratory Technician	240-445	350-580	Post
Sergeant	230-385	330-515	
Library Curator	230-385	330-515	
Record Assistant	230-385	330-515	
Scribe	230-385	330-515	
Steward Clerk	230-385	330-515	
Theatre Assistant	215-370	310-490	}
Machanic	215-370		
Dravya Section Attender	210-340	300-450	}
Masseur	210-340		
Head Warder	210-340		
Pharmacy Attender Grade I	210-340	200-285	}
Nursing Assistant Grade I	210-340		
Nursing Assistant Grade II	200-285	290-425	}
§Pharmacy Attender Grade II	200-285		
§Laboratory Attender	200-285	200-285	}
Specimen Collector	200-285		
Cook Grade I	200-285	200-285	}
§Attender	200-285		
Hon. Lecturer (Panchakarma)	Rs. 150 p. m.	Rs. 175 p. m.	}
Hon. Physician in Marma	Rs. 150 p. m.		
Hon. Physician (General, Bala and Marma)	Rs. 150 p. m.		
Hon. Lecturer (Marma)	Rs. 150 p. m.		
Part-time Masseur	Rs. 50 p. m.	Rs. 75 p. m.	
Hon. Instructor in Yoga treatment	Rs. 250 p. m.	Rs. 300 p. m.	
<i>Hospitals and Dispensaries</i>			
Chief Medical Officer	510-995	700-1270	}
Senior Medical Officer	495-835		
Senior Medical Officer (Specialist)	495-835	600-1100	}
Medical Officer (Ayurveda)	410-715		
Resident Medical Officer	410-715		
Medical Officer (Sidha)	410-715		
Medical Officer (Specialist)	410-715		
Physician	410-715		

\*The revised scale for the upgraded post will be Rs. 700-1270.

\*\*Will be redesignated as Manager.

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

‡The ratio between Pharmacist Grade I and Grade II will be 1:5.

§Qualified Attenders will be eligible for the scale allowed for the common categories of Attender.

@The ratio between Senior Medical Officer/Chief Medical Officer and Medical Officer will be 1:4.

Revised scale of pay	Designation of post	Existing scale of pay	Revised scale of pay
Rs.		Rs.	Rs.
700-1270	Store Keeper	210-340	300-450
600-1100*	Female Attender	200-285	290-425
	Male Nursing Orderly		
650-1150	<i>Drugs Standardisation Units</i>		
650-1150	Research Officer	600-1200	750-1450
600-1100	Assistant Research Officer	535-835	700-1270
600-1100	Research Assistant	410-715	600-1100
535-950	Laboratory Technician	285-550	350-580
	<i>Research Institute for Mental Diseases, Kottakal</i>		
450-785	Superintendent	710-1200	910-1550
450-785	Senior Specialist	510-995	700-1270
420-720	Specialist	495-835	
370-600†	*Head Nurse (Ayurveda)	330-575	450-785
330-515†	*Senior Nurse	285-550	370-600
370-600†	Laboratory Assistant	255-455	350-580
330-515†	Skilled Assistant	210-340	300-450
370-600			
350-580	<i>Post Graduate-cum-Research Centre</i>		
330-515	Professor-cum-Project Officer	710-1200	910-1550
330-515	Professor		
330-515	Reader	600-1200	800-1550
330-515	Senior Lecturer	560-1100	750-1450
330-515	Superintendent	495-835	650-1150
310-490	Clinical Registrar	410-715	600-1100
	Technician	285-550	420-720
	Panchakarma Assistant	255-455	350-580
300-450	Technical Assistant	240-445	350-580
	Statistical Assistant	230-385	330-515
	<i>Posts held by personnel from other Departments</i>		
290-425	Administrative Officer	710-1200	910-1550
	Compiler (L. D.)	230-385	330-515
	<b>29. INDUSTRIAL TRAINING DEPARTMENT</b>		
5 p. m.	Joint Director	950-1450	1200-1800
	Deputy State Apprenticeship Adviser	750-1250	975-1625
5 p. m.	Inspector of Training	710-1200	910-1550
3 p. m.	Principal Grade I	710-1200	910-1550
	Principal Grade II		
	Vice Principal	560-1100	750-1450
	Training Officer		
	Accounts Officer	600-1200	800-1550
00-1270@	Accounts Officer	510-995	700-1270
	Junior Apprenticeship Adviser (Technical)	465-775	600-1100
	Group Instructor		
00-1100	Millwright Foreman		
	Technical Assistant		
	Junior Apprenticeship Adviser (Catering)	465-775	600-1100
	Instructor (A.V.T.S.)	465-775	600-1100
	Junior Apprenticeship Adviser (Non-technical)	405-660	520-900

\* Head Nurse and Senior Nurse will be redesignated as Nursing Superintendent and Nurse Grade I respectively.

attenders.  
will be

Designation of post	Existing scale of pay	Revised scale of
	Rs.	Rs.
Officer-in-charge, Training-cum-Orientation Scheme	405-660	520-900
Audio Visual Technician	405-660	350-580(*)
Secretary, Industrial Co-operative Society	405-660	
Storekeeper (Special grade)	405-660	
Senior Instructor	330-575	520-900
Millwright Instructor		450-785
Junior Instructor	285-550	420-720
Arithmetic-cum-Drawing Instructor		
Assistant Hostel Superintendent	275-525	390-685
Librarian	230-385	330-515
Workshop Attender	200-285	310-490
Trade Assistant		
Dresser	200-285	300-450
<i>Posts held by personnel of other departments</i>		
Administrative Officer	710-1200	910-1550
Pharmacist	255-455	370-600

### 30. INDUSTRIES AND COMMERCE DEPARTMENT

Director of Industries and Commerce	1150-1650	1450-2050
Special Officer (E. P.)	1150-1650	1300-1900
Director of Coir Development	1050-1550	1300-1900
Additional Director of Industries and Commerce	1050-1550	1300-1900
Joint Director of Industries and Commerce		
Joint Development Commissioner	850-1450	1125-1725
Superintendent, Government Glass Centre		
Deputy Director of Industries and Commerce		
Deputy Development Commissioner	750-1250	975-1625
Assistant Director of Industries and Commerce		
District Industries Officer		
Assistant Development Commissioner		
Special Officer (R.B.I.)		
Project Officer (Coir)	560-1100	750-1450
Technical Assistant		
Superintendent, Foundry Service Centre		
Officer-in-charge, Research-cum-Design Centre		
Assistant Director, Common Facility Service Centre		
Administrative Assistant	560-1100	750-1450
Accounts Officer	560-1100	750-1450
Assistant District Industries Officer		
Industrial Promotion Officer		
Superintendent, Cluster Type Training Centre	495-835	650-1150
Superintendent, Chemical Industrial Estate		
Foreman, Common Facility Service Centre		
Chargehand, Common Facility Service Centre		
Technical Assistant, Foundry Service	495-835	650-1150
Technical Assistant, Physical Testing Laboratory		
Technical Assistant, Chemical Testing Laboratory		
Assistant Registrar	495-835	650-1150
Senior Co-operative Inspector	410-715	535-950
Industries Extension Officer		
Technical Officer		
Technical Supervisor		
Marketing Analyst	410-715	535-950

(\*) The existing incumbents will be allowed the revised scale of Rs. 520-900 as personal.



Revised scale	Designation of post	Existing scale of pay	Revised scale of pay
Rs.		Rs.	Rs.
520-900	Development Officer	405-660	520-900
550-580(*)	Quality Control Inspector Grade I		
520-900	Textile Assistant		
450-785	Technical Assistant		
420-720	Superintendent, Demonstration-cum-Training Centre	945-580	470-830
390-685	Handicrafts Supervisor		
330-515	Superintendent, Quality Marketing Depot	830-575	450-785
310-490	Junior Scientific Officer		
300-450	Organiser, S.S.I.		
	Co-operative Organising Officer		
	Junior Co-operative Inspector		
	Technical Assistant, Quality Control		
	Inspector, Quality Marking Scheme		
	Instructor, Cluster-type Training Centre		
	Propaganda Officer		
	Technical Assistant, R.C.D.C.		
910-1550	Foreman-cum-Instructor	285-550	420-720
370-600	Store Officer, C.F.S.C.		
	Auditor		
	Electrician, S.F.S.C.	975-525	390-683
	Technical Assistant, Government Glass Centre		
1450-2050	Tester, Quality Marking Depot		
1300-1900	Inspector, Quality Marking Depot		
1300-1900	Analyst, C.F.S.C.		
1300-1900	Senior Field Officer		
	Warper-cum-Sizer		
	Skilled Weaver		
1125-1725	Die Maker		
	Machine Operator, C.F.S.C.		
	Match Inspector		
975-1625	Bamboo Expert		
	Bamboo Designer		
	Bamboo Chemist		
	Designer (Jewellery)		
	Designer (Ivory)		
	Designer (Wood)		
750-1450	Quality Control Inspector Grade II	240-445	350-580
	Designer (Dolls)		
	Designer (Screw pine)		
	Designer (Saw Dust)		
	Designer (Conch Shell)		
750-1450	Designer (Glazed Pottery)	230-385	330-513
750-1450	Junior Field Officer		
	Work Assistant		
550-1150	Helper (Quality Control)		
	Inspector, P.I.D. Project		
	Machine Operator (Mobile van)		
	Skilled Assistant C.F.S.C.		
	Boiler Attender		
50-1150	Fireman		
	Laboratory Assistant		
	Senior Assistant, Government Glass Centre		
50-1150	Tester (Quality Marking Depot)	215-370	310-490
15-950	Craftsman		
	Instructor Grade I	215-370	310-490
	Fitter		
5-950	Winder	210-340	300-450
	Instructor Grade II		
	Laboratory Assistant		
	Craftsman		
	Attender		

Designation of post	Existing scale of Pay		Revised scale of pay
	Rs.	Rs.	Rs.
Skilled Worker	200-285	}	290-425
Tailor	200-285		
Instructor Grade III	200-285		
<i>Posts held by personnel of other Departments</i>			
Administrative Officer	950-1450		1200-1800
Financial Assistant	710-1200		910-1550
Assistant Director (Statistics)	560-1100		750-1450
Planning-cum-Survey Officer	560-1100		750-1450
Research Assistant	560-1100		750-1450
Economic Investigator	510-995		700-1270
Research Officer	510-995		700-1270
Man Power Officer	510-995		700-1270
Research Assistant	510-995		700-1270
Market Analyst	405-660		520-900
Junior Statistical Inspector	405-660		520-900
U. D. Compiler	275-525		390-685
L. D. Compiler	275-525		390-685
L. D. Statistical Inspector	230-385		330-515
	230-385		330-515

## 31. JUDICIAL DEPARTMENT

*High Court*

Registrar	1400-1900+	1650-2175+
	Special pay of	Special pay of
	Rs. 500	Rs. 300
Deputy Registrar	850-1450	1125-1725
Assistant Registrar	700-1200	910-1550
Personal Assistant to the Chief Justice	510-995	700-1270
Additional Personal Assistant to the Chief Justice	495-835	650-1150
Section Officer	495-835	650-1150
Security Officer	495-835	650-1150
Court Officer	495-835	650-1150
Librarian	495-835	650-1150
Reference Librarian	535-835	700-1270
Senior Grade Shorthand Writer	495-835	650-1150
Office Superintendent	465-775	600-1100
Head Translator	465-775	600-1100
Senior Grade Assistant*	410-715	535-950
Court Fee Examiner	410-715	535-950
Accountant	410-715	650-1150
Senior Grade Typist*	410-715	535-950
Shorthand Writer Grade I	405-660	535-950
Translator	325-660	450-785
Assistant Grade I*	285-550	420-720
Upper Division Typist*	285-550	420-720
Assistant Librarian	285-550	420-720
Shorthand Writer Grade II	285-550	420-720
Assistant Grade II*	240-540	350-580
Lower Division Typist*	240-445	350-580
Telephone Operator	240-445	350-580
Typist-Copyist (English)	240-445	330-515
Typist-Copyist (Malayalam)	230-385	390-685
Copyist	230-385	330-515*
Library Assistant	230-385	
Civil Sergeant	230-385	330-515
Court Keeper	230-385	330-515
	200-285	290-425

\*The Assistants and Typists in the High Court will be eligible for the same higher grades in ratios allowed for corresponding categories in the Government Secretariat.

\*\*The categories of Typist-Copyists and Copyists will form a single category with a higher grade on Rs. 390-685 in the ratio of 1:2 between Grade I and Grade II.

Revised scale of pay

Rs.

Designation of post

Existing scale of pay

Revised scale of pay

Rs.

Rs.

*Posts held by personnel of other Departments*

Vigilance Officer	(I.P.S. Cadre)	
Deputy Superintendent of Police	600-1200	800-1550
Circle Inspector of Police	495-835	650-1150
Head Constable	240-445	350-580
Constable	210-340	310-490

*Subordinate Courts*

District and Sessions Judge (Selection Grade)	2000-2250	2000-2250†
District and Sessions Judge other than Selection Grade	1400-1900	1650-2175
Sub Judge	850-1450	1125-1725
Munsiff	700-1200	910-1550
Chief Judicial Magistrate	850-1450+ Special Pay Rs.100	1200-1800‡
Sub Divisional Judicial Magistrate	700-1200	910-1550 §
Judicial Magistrate of the First Class	560-1100	
Judicial Magistrate of the Second Class	510-995	700-1270
Sheristadar, District Court and Chief Judicial Magistrate's Court/Sheristadar, State Transport Appellate Tribunal	495-835	650-1150
Head Clerk, District Court/Head Clerk, Chief Judicial Magistrate Court/Sheristadar, Sub Courts	405-660	520-900
Head Clerks/ Additional Head Clerks, Munsiff Court	330-575	450-785
Central Nazir	330-575	450-785
Head Clerks of other Criminal Courts and Bench Clerks of Chief Judicial Magistrate's Court	330-575	450-785
Deputy Nazir	275-525	390-685
Kannada Translator	275-525	390-685
Examiner	230-385	330-515
Copyist	230-385	330-515
Amin	230-385	330-515
Court Keeper	200-285	290-425
Process Server Higher Grade	200-285	290-425
Process Server Lower Grade	196-265	280-400

## 32. KERALA GAZETTEERS

State Editor	750-1250	975-1625 *
Sub Editor	495-835	
Research Assistant	495-835	650-1150

## 33. "LABOUR DEPARTMENT"

Labour Commissioner (Non-cadre)	1150-1650	1450-2050
Joint Labour Commissioner	1050-1550	1300-1900
Deputy Labour Commissioner		
Workmen's Compensation Commissioner		
Secretary, State Advisory Contract Labour Board	750-1250	975-1625
Chief Inspector of Plantations		

†The revised scale of pay is inclusive of D.A. at 272 points. The present annual increment of Rs. 125 will be converted as biennial increment. The present incumbents can draw pay in the existing scale and draw D.A. at the existing rates. Future promotees to the Selection Grade will draw pay in the revised scale, (D.A. merged scale).

‡The special pay of Rs. 100 will be discontinued.

§The posts of Judicial Magistrate of the First Class and that of Sub Divisional Judicial Magistrate will be combined to form a single category to be designated as Judicial Magistrate of the First class, with the revised scale of pay of Rs. 910-1550.

\* Present incumbent will be allowed the scale of pay Rs. 1450-2050 as personal.

grades

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Designation of post	Existing scale of pay	Revised scale of pay
	Rs.	Rs.
District Labour Officer	600-1200	800-1550
Inspector of News Paper		
Labour Officer (Idukki)		
District Labour Officer (Special)		
*Personal Assistant to the Labour Commissioner	560-1100	750-1450
Deputy Labour Officer	495-835	650-1150
Secretary, Minimum Wages Advisory Board	495-835	650-1150
Assistant Labour Officer Grade I	405-660	535-950
Inspector of Plantations	410-715	
Inspector of Agricultural Labour		
Secretary, Labour Committees		
Secretary, Arbitration Board	405-660	520-900
Assistant Labour Officer Grade II	330-575	450-785
Welfare Assistant	230-385	330-515
Tailoring and Embroidery Instructor	230-385	330-515
Carpentry Instructor		
Weaving Instructor		
<i>Posts held by personnel of other Departments</i>		
Publicity Officer	510-995	700-1270
Research Officer	510-995	700-1270
Publicity Officer	410-715	535-950
Research Assistant	405-660	520-900
Compiler (U.D.)	275-525	390-685
Compiler (L.D.)	230-385	330-515
<b>34. LABOUR COURTS AND INDUSTRIAL TRIBUNALS</b>		
Industrial Tribunal, Alleppey	2000-2250	1650-2175*
Industrial Tribunal, Kozhikode	1400-1900	
Presiding Officer, Labour Courts, Quilon and Kozhikode	1400-1900	
Secretary	405-660	
<b>35 LAND USE BOARD</b>		
Chief (Agricultural Economics)	1150-1650	1450-2050
Chief (Statistics)	1150-1650	
Chief (Geography)	1150-1650	
Assistant Commissioner (Statistics)	750-1250	
Assistant Commissioner (Agricultural Economics)	750-1250	975-1625
Assistant Conservator of Forests	600-1200	800-1550
Assistant Soil Survey Officer	560-1100	
Land Use Planning Officer	560-1100	
Soil Conservation Officer	560-1100	750-1450
Specialist (Agronomy)	560-1100	
Specialist (Entomology)	560-1100	
Specialist (Forestry)	560-1100	
Specialist (Hydrogeology)	560-1100	
Specialist (Geography)	560-1100	
Specialist (Soil Science)	560-1100	
Agronomist	560-1100	
Research Officer	560-1100	
Soil Conservation Assistant	560-1100	
Cartographer	435-775	600-1100
Soil Survey Assistant	435-775	
Draftsman Grade I	435-775	
Planning Surveyor (Grade II)	330-575	
Draftsman (Grade II)	255-455	450-785
Laboratory Assistant (Photo-interpretation)	255-455	370-600
Surveyor Grade II	255-455	
	240-445	350-580

\* Post to be redesignated as Administrative Assistant.

\*\* When the post is held by a Selection Grade Judge, the revised scale of pay of Rs. 2000-2250 will apply.

Existing scale of pay

Designation of post

Existing scale of pay

Revised scale of pay

Rs.

Rs.

Rs.

800-1550

## 36. LAW COLLEGES

750-1450

Principal

1150-1650

1450-2050

550-1150

Professor

850-1450

1125-1725

550-1150

Lecturer

560-1100

750-1450

535-950

Part-time Lecturer

545 (Fixed)

700 (Fixed)

## 37. LOCAL FUND AUDIT DEPARTMENT@

520-900

Examiner of Local Fund Accounts

1050-1550

1300-1900

450-785

Deputy Examiner

750-1250

975-1625

330-515

Assistant Examiner

560-1100

750-1450

330-515

Inspector

495-835

650-1150

Assistant Inspector

405-660

535-950

Auditor (U.D.)

285-550

420-720

Auditor (L.D.)

240-445

350-580

Senior Grade Typist

405-660

535-950

00-1270

Typist (U.D.)

285-550

420-720

00-1270

Typist (L.D.)

240-445

350-580

535-950

## 38. MEDICAL COLLEGES

520-900

390-585

130-515

## A. Teaching

## (a) Medical (Clinical and Non-Clinical)

0-2175

Principal

1150-1650

1450-2050

0-2175\*\*

Vice-Principal

1050-1550

1300-1900

20-900

Director &amp; Professor

1050-1550

1300-1900

Professor

950-1450

1200-1800

Associate Professor

710-1200

910-1550

Assistant Professor

510-995

700-1270

Tutor

10-2050

## (b) Non-Medical

5-1625

Professor

1050-1550

1300-1900

10-1550

Associate Professor

950-1450

1200-1800

Assistant Professor &amp; Physicist

710-1200

910-1550

Assistant Professor

Lecturer

510-995

700-1270

\* Professor Grade II (Physical Education)

710-1200

700-1270

\* Lecturer (Physical Education)

510-995

535-950

Tutor (Pharmacy)

510-995

700-1270

0-1450

Speech Pathologist &amp; Audiologist

510-995

700-1270

Pharmacist

445-835

570-1070

Tutor, School of Medical Laboratory (Technology)

445-835

570-1070

Bio-Chemistry/Microbiology

Orthopist Technician

Health Educator

Entomological Assistant

Tutor Technician (Dental/Optometry)

Radiographer

Junior Lecturer

Statistical Assistant

Rehabilitation Technician

405-660

520-900

345-580

470-830

275-525

390-685

275-525

390-685

0-580

@ The Auditors and Typists in the Department will be allowed parity with Secretariat Assistants and Typists in the matter of scales of pay and grades. The post of Assistant Inspector will be redesignated as Senior Grade Auditor.

\* Professor Grade II and Lecturer in Physical Education will be redesignated as Physical Education Director Grade I & II. Those in Grade II with 15 years service will be promoted to the senior post. The existing incumbents in the present posts will be allowed the revised scales of pay of Rs.700-1270 and Rs. 910-1550 respectively as personal.

<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
	Rs.	Rs.
<i>(c) College of Pharmaceutical Sciences</i>		
Director and Professor	1050-1550	1300-1900
Associate Professor	950-1450	1200-1800
Assistant Professor	710-1200	910-1550
Tutor	510-995+	700-1270*
	Special Pay Rs. 50	
<i>(d) Dental College</i>		
Director & Professor	1050-1550	1300-1900
Professor	1050-1550	1300-1900
Assistant Professor	710-1200	910-1550
Tutor	510-995+	700-1270*
	Special Pay Rs. 50	
<i>(e) College of Nursing</i>		
Director	600-1200	975-1625
Professor	560-1100	910-1550
Associate Professor	510-995	800-1550
Assistant Professor	465-775	700-1270
Tutor (Higher Grade)	410-715	570-1070
Tutor	405-660	
<b>II Non-Teaching</b>		
<i>(a) Medical</i>		
Assistant Professor of Medicine (Research)	710-1200	910-1550
<i>(b) Non-Medical</i>		
Senior Scientific Officer	600-1200	800-1550
Chief Occupational Therapist	600-1200	800-1550
Chief Physiotherapist	600-1200	800-1550
Superintendent, Workshop	560-1100	750-1450
Accounts Officer	560-1100	750-1450
Physiotherapist	510-995	700-1270
Accounts-cum-Purchasing Officer†	495-835	
Documentation Officer	495-835	650-1150
Bio-Chemist	495-835	
Pharmacist	445-835	
Bio-Chemist	435-835	
Scientific Assistant	435-835	570-1070
Rehabilitation Co-ordinator	435-835	
Scerological Assistant	435-835	
Workshop Foreman/Foreman	410-715	450-785†
Museum-cum-Photographic Assistant	410-715	535-950
Junior Research Officer	410-715	535-950
Enquiry Officer	410-715	535-950
Health Inspector Grade I	405-660	520-900
Social Scientist	405-660	520-900
Research Assistant	405-660	
Physiotherapist	405-660	520-900
Social Scientist	405-660	
Maxillo-facial Technician	330-575	
Senior Technician	330-575	450-785
Foreman	330-575	
	330-575	

\*Will not be eligible for the special pay.

†Designation will be changed as Senior Superintendent (Accounts and purchase.)

‡Existing incumbent will be allowed revised scale of Rs. 535-950 as personal.

Existing scale of pay	Designation of post	Existing scale of pay	Revised scale of pay
Rs.		Rs.	Rs.
1300-1900	Laboratory Technician Grade I	285-550	
1200-1800	Medical Record Librarian Grade I	285-550	
910-1550	Technician (Media making)	285-550	
700-1270*	Dental Technician Grade-I	285-550	
	Health Inspector Grade-II	285-550	
	Mortuary Technician	285-550	420-720
	Curator	285-550	
	Laboratory Assistant	285-550	
	Refrigeration Mechanic	285-550	
300-1900	Radiographer Grade-I	285-550	
300-1900	Dental Mechanic *	285-550	
910-1550	Instrument Mechanic	275-525	
700-1270*	Health Assistant	275-525	390-685
	Supervisor, Gas Plant	275-525	
	Librarian	275-525	390-685
	Sergeant	275-525	390-685
	Dental Hygienist	240-445	420-720† 350-580
975-1625	Medical Record Librarian Grade II	240-445	
910-1550	Litho Press Operator	240-445	
800-1550	E. C. G./ E. E. G. Technician	240-445	
700-1270	Laboratory Technician	240-445	
570-1070	Electrician Mechanic	240-445	
	Radiographer Grade-II	240-445	350-580
	Technician (Media Making)	240-445	
	Laboratory Assistant	240-445	
	Mortuary Technician	240-445	
	Dental Technician Grade-II	240-445	
	Refractionist	240-445	
	X-Ray Technician	240-445	
	Air-Condition Mechanic	230-385	
	Junior Laboratory Assistant	230-385	330-515
	Carpenter	230-385	
	Electrician	230-385	
	Assistant Librarian	230-385	330-515
	Gas House Foreman	230-385	
	Glass Blower	230-385	
	Compositor	230-385	330-515
	Machinist	230-385	
	Rehabilitation Technician Grade-I	230-385	
	Steward	230-385	
	Work Superintendent	230-385	330-515
	Land Supervisor	230-385	
	Pump Operator	230-385	
	Foreman	230-385	
	Fireman	215-370	310-490
	Mechanic	215-370	
	Carpenter	215-370	310-490
	Fitter	215-370	
	Plumber	215-370	310-490 ✓
	Receptionist	215-370	
	House Keeper	210-340	300-450
	Theatre Assistant	210-340	
	Telephone Operator	200-285	
	Fitter (Gas House)	200-285	290-425

\* A new lower grade will be created on Rs. 350-580 and in future recruitment will be made only to the lower grade. Ratio of 1:3 will be maintained between grade I and II by fresh recruitment to Grade II.

† Dental Hygienists will be placed in two grades, grade I on Rs. 420-720 and grade II on Rs. 350-580 in the ratio of 1:5.

<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
<i>Post held by Personnel of other Department</i>	Rs.	Rs.
Administrative Officer	710-1200	910-1550
<b>39. MINING AND GEOLOGY DEPARTMENT</b>		
Director of Mining and Geology	750-1200	1200-1800
Additional Director	1050-1550	1125-1725
Deputy Director	750-1250	975-1625
Administrative-cum-Accounts Officer	560-1100	750-1450
Geologist	510-995	700-1270
Assistant Geologist	465-775	600-1100
Junior Chemist	465-775	600-1100
Assistant Drilling Engineer	465-775	600-1100
Senior Auditor	405-660	520-900
Mineral Revenue Inspector	405-660	520-900
Technical Assistant	285-550	420-720
Driller	285-550	420-720
Junior Auditor	275-525	390-685
Draftsman-cum-Surveyor Grade II	255-455	370-600
Drilling Assistant	230-385	330-515
Section Cutter	200-285	290-425
<b>Kerala Mineral Exploration and Development Project</b>		
Mining Engineer } Deputy Director }	750-1250	975-1625
Administrative-cum-Accounts Officer (On deputation from Secretariat)	710-1200	910-1550
Senior Chemist	560-1100	750-1450
Drilling Engineer } Geologist }	510-995	700-1270
Assistant Geologist Mines Foreman Junior Chemist Technical Assistant (Electronics) }	465-775	600-1100
Personal Assistant to the Project Manager	405-660	520-900
Draftsman-cum-Surveyor Grade I	330-575	450-785
Driller Driller Mechanic }	285-550	420-720
Draftsman-cum-Surveyor Grade II	255-455	370-600
Drilling Assistant	230-385	330-515
Tracer	200-285	330-515
<b>40. MOTOR VEHICLES DEPARTMENT</b>		
Transport Commissioner	I.A.S. Cadre	
Joint Transport Commissioner	I.P.S. Cadre	
Senior Deputy Transport Commissioner	1050-1550	1300-1900
Deputy Transport Commissioner	850-1450	1125-1725
Regional Transport Officer	600-1200	800-1550
Assistant Transport Commissioner	600-1200+	800-1550
	Spl. pay Rs. 100	

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A.T.I.  
J.N.  
4/12/31/2



<i>d scale of pay</i>	<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
Rs.		Rs.	Rs.
10-1550	Statistical Officer	510-995	700-1270
	Personal Assistant to Deputy Transport Commissioner	510-995	700-1270
	Joint Regional Transport Officer	510-995	700-1270
	Senior Accounts Officer	510-995	700-1270
100-1800	Assistant Secretary, State Transport Authority	510-995	700-1270
25-1725	*Junior Accounts Officer	495-835	650-1150
175-1625	Motor Vehicles Inspector	495-835	650-1150
150-1450	Enquiry Officer	330-575	450-785
100-1270	Assistant Motor Vehicles Inspector	330-575	450-785
100-1100			
100-1100			
100-1100			
520-900	Director	1050-1550	1300-1900
520-900	Regional Joint Director	950-1450	1125-1725†
420-720	Corporation Commissioner	850-1450	1125-1725
420-720	Deputy Director	710-1200	910-1550
390-685	Municipal Commissioner Grade I	710-1200	910-1550
370-600	Municipal Commissioner Grade II	560-1100	750-1450
330-515	Municipal Commissioner Grade III	465-775	650-1150
290-425	Executive Officer, Guruvayoor Township	465-775	650-1150
	Legal Assistant	405-660	520-900
	<i>Post held by personnel of other Departments</i>		
	Financial Assistant	560-1100	750-1450
75-1625			
10-1550	Director	750-1250	975-1625
50-1450	Superintendent	510-995	700-1270‡
40-1270	Education Officer	510-995	700-1270
	Curator Grade I	410-715	535-950
	Draftsman (Senior)	330-575	450-785
	Curator Grade II	285-550	420-720
50-1100	Guide Lecturer	240-445	350-580
	Taxidermist	240-445	350-580
	Draftsman (Junior)	240-445	350-580
520-900	Caretaker Clerk (Chitralaya)	275-525	420-720
450-785	Caretaker	235-395	350-580
	Sergeant	230-385	330-515
120-720	Ticket Attender		
370-600	Lineman (Electrical)		
330-515	Garden Supervisor		
330-515	Head Gardener	215-370	310-490
	Engine Driver		
	Head Keeper		
	Education Attender		
	Mason		
	Carpenter	210-340	300-450
	Blacksmith		
105-960	Laboratory Assistant		
25-1725	Specimen Collector		
10-1550	Laboratory Attender	200-285	290-425
10-1550	Gallery Assistant		
	Darkroom Assistant		
	Ticket Attender		
	<i>Posts held by personnel of other Departments.</i>		
	Veterinary Surgeon	445-835	600-1100
	Veterinary/Livestock Assistant	285-550	390-685

\* Designation to be changed as Senior Superintendent (Accounts)

† The present incumbents will be allowed the revised scale of pay of Rs. 1200-1800 as personal.

‡ The Personal scale allowed to one of the incumbents will be revised as Rs. 750-1450.

<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
	Rs.	Rs.
Havildar	240-445	350-580
Naik	215-370	310-490
Lance Naik	210-340	310-490
Police Constable	210-340.	310-490.
43. NATIONAL CADET CORPS AND AUXILIARY CADET CORPS.		
Administrative Assistant	560-1100	750-1450.
Accounts Officer	510-995	700-1270.
Aeromodelling Instructor-cum-Store Keeper	405-660.	520-900.
Ship-modelling Mechanic	285-550.	420-720.
Ship-modelling Store Keeper	230-385	330-515.
Boat Keeper	210-340.	300-450.
<i>Post held by personnel of other Department</i>		
Administrative Officer	1050-1550+ Special pay of Rs. 75	1300-1900+ Special pay of Rs. 100
44. NATIONAL EMPLOYMENT SERVICE		
Joint Director of Employment	950-1450	1200-1800.
Deputy Director	750-1250	975-1625.
Divisional Employment Officer	560-1100	750-1450.
State Vocational Guidance Officer		
State Employment Market Information Officer		
Employment Officer (Professional and Executive)		
District Employment Officer		
Deputy Chief Employment Officer	510-995	700-1270.
Junior Employment Officer		
Investigator	405-660	520-900.
Head Accountant		
Malayalam Translator		
	275-525	390-685.
45. NATIONAL SAVINGS DEPARTMENT		
Director	1050-1550	1200-1800*
Deputy Director	710-1200	910-1550
National Savings Officer	495-835	650-1150.
Personal Assistant	325-660	450-785.
46. OFFICIAL LANGUAGE (LEGISLATIVE) COMMISSION.		
Secretary	1050-1550	1300-1900
Draftsman	710-1200.	910-1550
Language Expert	710-1200	910-1550
Language Assistant	495-835	650-1150
Accountant	410-715.	535-950
47. PANGHAYAT DEPARTMENT		
Director	1050-1550.	1300-1900
Joint Director	850-1450	1125-1725
Deputy Director	750-1250.	975-1625
Principals of Training Institutes		
District Panchayat Officer	560-1100	750-1450
Deputy Chief Registrar of Births and Deaths		
Administrative Assistant	560-1100	750-1450
Lecturer		
Instructor, Training Institute of Local Administration.		
	495-835	650-1150

\* The present incumbent holding the post will be allowed the revised scale of pay of Rs. 1300-1900 personal.

sed scale of pay

Rs.	Designation of post	Existing scale of pay Rs.	Revised scale of pay Rs. †
350-580	Publicity Officer	435-775	570-1070
310-490	Special Grade Executive Officer	410-715	600-1100
310-490	Assessment Officer Grade I	405-660	520-900
310-490	Panchayat Inspector Grade I		
750-1450	Panchayat Inspector Grade II	330-575	520-900
700-1270	Assessment Officer Grade II	330-575	
520-900	Executive Officer Grade I	285-550	450-785
420-720	Executive Officer Grade II*	275-525	420-720
330-515	Examiner	405-660	520-900
300-450			
	<i>Posts held by personnel of other Departments</i>		
	Financial Assistant	560-1100	750-1450
	Overseer	330-575	450-785
1300-1900+	Junior Statistical Inspector	275-525	390-685
Special pay of Rs. 100			
	<b>48. PAY COMMISSION'S OFFICE</b>		
	Secretary	1150-1650	1450-2050
1200-1800	Joint Secretary	1050-1550	1300-1900
975-1625	Under Secretary	710-1200	910-1550
	Accounts Officer	560-1100	750-1450
	Personal Assistant	510-995	700-1270
750-1450			
	<b>49. POLICE DEPARTMENT</b>		
	<i>Local Police</i>		
700-1270	Superintendent of Police (Non-I.P.S.)	850-1450	1200-1800
520-900	Deputy Superintendent of Police	600-1200	800-1550**
390-685	Assistant Commissioner		
	Sports Welfare Officer		
	Public Relations Officer		
	Circle Inspector	495-835	650-1150
200-1800†	Divisional Inspector	345-580	470-830
910-1550	Sub Inspector		
650-1150	Assistant Sub Inspector	275-525	390-685
450-785	Head Constable	240-445	350-580
	Police Constable	210-340	310-490
	<i>Women Police</i>		
300-1900	Reserve Sub Inspector	345-580	470-830
910-1550	Assistant Sub Inspector	275-525	390-685
910-1550	Havildar	240-445	350-580
650-1150	Naik	215-370	310-490†
535-950	Lance Naik	210-340	310-490†
	Police Constable	210-340	310-490
	<i>Armed Reserve Police</i>		
300-1900	Commandant	850-1450	1200-1800
125-1725	Assistant Commandant	600-1200	800-1550†
975-1625	Assistant Commissioner		
750-1450	Reserve Inspector	495-835	650-1150
	Reserve Sub Inspector	345-580	470-830
750-1450	Assistant Sub Inspector	275-525	390-685
650-1150	Havildar	240-445	350-580
	Head Constable Writers		

\*The existing Special pay of Rs. 10 will be discontinued.

\*\*Promotees will start on Rs. 910. Fourteen posts of Deputy Superintendents of Police (in the 14 Police Districts) will be placed in the Senior Grade on Rs. 1125-1725.

† A special pay of Rs. 15 p.m. for Naiks and Rs. 10 p.m. for Lance Naiks will be allowed.

‡ Promotees will start on Rs. 910.

Designation of post	Existing scale of pay	Revised scale of pay
	Rs.	Rs.
Naiks	215-370	310-490*
Lance Naik	210-340	310-490*
Police Constable	210-340	
Camp Follower	196-265	280-400
Bhistic	196-265	280-400
<i>M.S.P.</i>		
Deputy Commandant	850-1450	1200-1800
Assistant Commandant	600-1200	800-1550**
Armed Police Inspector	495-835	650-1150
Armed Police Sub Inspector	345-580	470-830
Band Master A.P.S.I.	345-580	470-830
Assistant Sub Inspector	275-525	390-685
Havildar	240-445	350-580
Naik	215-370	310-490*
Lance Naik	210-340	310-490*
Police Constable	210-340	310-490*
Camp Follower	196-265	280-400
<i>S A P and K. A. P Battalion</i>		
Deputy Commandant	850-1450	1200-1800
Assistant Commandant	600-1200	800-1550**
Armed Police Inspector	495-835	650-1150
Armed Police Sub Inspector	345-580	470-830
Assistant Sub Inspector	275-525	390-685
Havildar	240-445	350-580
Naik	215-370	310-490*
Lance Naik	210-340	310-490*
Police Constable	210-340	310-490*
Camp Follower	196-265	280-400
<i>Orchestra/Bandsman/Bugler</i>		
Bandmaster	345-580	470-830
Havildar	240-445	350-580
Naik	215-370	310-490*
Lance Naik	210-340	310-490*
Police Constable	210-340	310-490*
<i>Armourers</i>		
Armourer Inspector	495-835	650-1150
Armourer Sub Inspector	345-580	470-830
Armourer Assistant Sub Inspector	275-525	390-685
Armourer Head Constable	240-445	350-580
Havildar	210-340	310-490*
Police Constable	210-340	310-490*
<i>Mounted Police</i>		
Reserve Inspector	495-835	650-1150
Reserve Sub Inspector	345-580	470-830
Head Constable	240-445	350-580
Naik	215-370	310-490*
Police Constable	210-340	310-490*
<i>Police Drivers / Motor Cycle Orderlies / Despatch Riders</i>		
Driver Grade-I	240-445	350-580
Driver Grade-II	215-370	310-490*
Motor Cycle Orderly Grade -I	240-445	350-580

\* A special pay of Rs. 15 p.m. for Naiks and Rs. 10 p.m. for Lance Naiks will be allowed

\*\* Promotees will start on Rs. 910.

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<i>Scale of pay</i>	<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
Rs.		Rs.	Rs.
<del>310-490*</del> 310-490*	Motor Cycle Orderly Grade-II	215-370	310-490
	Boat Driver Grade-I	240-445	350-580
280-400	Boat Driver Grade-II	215-370	310-490
280-400	Boat Syrang Grade-I	240-445	350-580
	Boat Syrang Grade-II	215-370	310-490
1200-1800 800-1550**	<i>State Crime Branch</i>		
650-1150	Executive Assistant	495-835	650-1150
470-830			
470-830	<i>Shorthand Bureau</i>		
390-685	Chief Reporter (Inspector)	495-835	650-1150
350-580	Reporter Grade-I	345-580	470-830
310-490*	Reporter Grade-II	240-445	350-580
310-490*			
310-490	<i>Police Tele-communication</i>		
280-400	Superintendent of Police (Non I.P.S.)	850-1450	1200-1800
	Deputy Superintendent of Police	600-1200	800-1550*
	Inspector	495-835	650-1150
200-1800 <del>300-1550**</del>	Sub-Inspector	345-580	470-830
650-1150	Assistant Sub Inspector	275-525	390-685
470-830	Head Constable Operator	240-445	350-580
390-685	Radio Mechanic	240-445	350-580
350-580	Draftsman	255-455	370-600
	Police Constable Operator	215-370	
310-490*	Police Constable	210-340	310-490
280-400	<i>Forensic Science Laboratory</i>		
	Director	850-1450	1125-1725†
	Joint Director	750-1250	975-1625
470-830	Assistant Director	600-1200	800-1550
350-580	Scientific Assistant	465-775	600-1100
310-490*	Ballistic Expert	435-835	570-1070
	Mechanic	275-525	390-685
	Laboratory Technician	285-550	350-580‡
310-490*	Technical Attender	200-285	290-425
50-1150	<i>Finger Print Bureau</i>		
470-830	Director	510-995	700-1270.
390-685	Tester Inspector	495-835	650-1150
350-580	Finger Print Expert	345-580	470-830
	Finger Print Searcher	240-445	350-580
310-490			
	<i>M.S.P. Workshop</i>		
	Reserve Sub-Inspector	345-580	470-830
<del>50-1150</del>	Armed Police Sub-Inspector		
70-830	Mechanic Grade-I	275-525	390-685
50-580	Machinist	230-385	330-515
10-490*	Mechanic Grade-II	215-370	310-490
10-490	Fitter	215-370	
	Upholsterer	215-370	
	Welder	215-370	
50-580	Carpenter	210-340	310-490
10-490	Electrician Grade-I	215-370	
50-580	Electrician Grade-II	210-340	
	Blacksmith-cum-Tinker	210-340	

e allowed.

\* Promotees will start on Rs. 910

† The present incumbent of the post will be allowed the revised scale of Rs. 1450-2050 as personal.

‡ The existing incumbent will be allowed the revised scale of pay of Rs. 420-720 as personal.

Designation of post	Existing scale of pay	Revised scale of pay
	Rs.	Rs.
<i>Special Branch C.I.D. (Ministerial)</i>		
Administrative Assistant	560-1100	750-1450
Senior Grade Assistant	465-775*	600-1100
Assistant Grade-I	325-660*	450-785
Assistant Grade-II	240-540*	350-580
Malayalam Translator	275-525	390-685
<i>Police Training College</i>		
Vice-Principal	600-1200	800-1550
Armed Police Inspector	495-835	650-1150
Senior Law Instructor	495-835	650-1150
Sub Inspector	345-580	470-830
<i>Police Recruits School</i>		
Chief Drill Instructor	495-835	650-1150
Assistant Law Instructor	345-580	470-830
Assistant Drill Instructor	240-445	350-580
<i>Ministerial staff other than those in the Special Branch C.I.D. Unit</i>		
Administrative Assistant	560-1100	750-1450
Manager	560-1100	
Accounts Officer	560-1100	520-900
Chief Store Keeper	405-660	
Store Accountant	330-575	450-785
Store Cashier	330-575	
Inspecting Store Accountant	330-575	
<i>Miscellaneous Staff</i>		
Electrician	215-370	310-490
Painter	210-340	300-450
Carpenter	215-370	310-490
Blacksmith	215-370	310-490
Packer	200-285	290-425
<i>Posts held by personnel of other Departments</i>		
Assistant Surgeon	510-995	700-1270
Male Nurse	285-550	420-720
Female Nurse	285-550	
Pharmacist	255-455	370-600
Maternity Assistant	200-285	290-425
Nursing Assistant	200-285	
Veterinary Surgeon	445-835	600-1100
Veterinary Compounder (Livestock Assistant)	240-445	330-515
Motor Transport Officer	560-1100	750-1450
Assistant Engineer	560-1100	
Liaison Officer	560-1100	700-1270
Statistical Officer	510-995	
<b>50. PORTS DEPARTMENT</b>		
Director of Ports	1400-1900	1650-2175
Port Officer	1050-1550	1300-1900
Personal Assistant to Director of Ports†	560-1100	750-1450
Personal Assistant to Port Officer	495-835	650-1150
Senior Port Conservator		

\* The existing 69 posts will be distributed as Senior Grade (9), Grade-I (18) and Grade-II (42)

† To be redesignated as Administrative Assistant.

Revised scale of pay Rs.	Designation of post	Existing scale of pay	Revised scale of pay
		Rs.	Rs.
	Port Conservator Pier Master Reserve Port Conservator } Wharf Supervisor Assistant Port Conservator } Cargo Supervisor Assistant Pier Master } Chief Signaller Light Keeper & Signaller Master Grade I Master Grade II } Tug Master } Assistant Tug Master } Master Grade III } Driver Grade I Driver Grade II } Tug Driver Driver Grade III } Assistant Tug Driver } Tug Clerk Assistant Crane Driver (Steam) Mechanical Carpenter Oilman Seaman-cum-Pump Attender Seaman	330-575   230-385   255-455 215-370 330-575  275-525   215-370 405-660  240-445  215-370 210-340 200-285 210-340 200-285 200-285 196-265	450-785   330-515   370-600 330-515 450-785  390-685   310-490 520-900  350-580  310-490 300-450 290-425 310-490 290-425 290-425 280-400
	<i>Mechanical Engineering Wing</i>		
	Mechanical-cum-Electrical Engineer Junior Engineer Draftsman Grade I Overseer (Electrical) Draftsman Grade II Assistant Lineman Crane Operator (Electrical) Crane Driver (Steam) Assistant Crane Driver (Electrical) Winchman Fireman Pier Tindal	950-1450 465-775 330-575 330-575 255-455 200-285 230-385 215-370 200-285 210-340 210-340 210-340	1200-1800 600-1100 450-785 450-785 370-600 290-425 330-515 310-490 290-425 300-450
	<i>Institute of Nautical Studies</i>		
	Lecturer (Navigation/Engineering/Fishing/Gear/ Fishing Technology) Lecturer (General Knowledge) Lecturer (Seamanship) Administrative Assistant*	710-1200 510-995 405-660 495-835	910-1550 700-1270 520-900 650-1150
	<i>Dredging Unit</i>		
	Dredging Superintendent Engineer -cum-Dredger Master Cutter Suction Dredger Operator Electrician Operator-cum-Mechanic Welder Driver-cum-Operator Captain/Dredger Master	1150-1650 750-1250 405-660 330-575 240-445 230-385 215-370 1400-1900	1450-2050 975-1625 520-900† 450-785 350-580 330-515 310-490 1650-2175

\*The designation of the post will be changed as Manager.

†The existing special pay of Rs. 50 p. m. attached to the post of Cutter Suction Dredger Operator will continue.

<i>Designation of Post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
	Rs.	Rs.
Chief Engineer	1150-1650	1450-2050
Officer I	1150-1650	1450-2050
Officer II	850-1450	1125-1725
Engineer	850-1450	1125-1725
Officer III	560-1100	750-1450
Junior Officer		
Electrical Officer	510-995	700-1270
Navigator	510-995	700-1270
Junior Engineer (Marine)	465-775	600-1100
Engine Driver	405-660	520-900
Greaser/Engine room Greaser		
Boatswain		
Quarter Master	330-575	450-785
Syrang-cum-Quarter Master		
Cook-cum-Steward	215-370	310-490
Assistant Cook-cum-Steward	200-285	290-425
Purser	495-835	650-1150
<i>Hydrographic Survey Wing</i>		
Chief Hydrographer	1400-1900	1650-2175
Deputy Hydrographer (Training post)	850-1450	1125-1725
Marine Surveyor	750-1250	975-1625
Assistant Marine Surveyor	510-995	700-1270
Chief Draftsman	510-995	
Senior Technical Assistant (Electronics)	560-1100	750-1450
Technical Assistant do.	465-775	600-1100
Draftsman Grade I	330-575	450-785
Draftsman Grade II	255-455	370-600
Field Assistant	285-550	420-720
Tide Watcher	240-445	350-580
Cassab	230-385	330-515
Leadman	230-385	
Chief Survey Syrang	330-575	450-785
Survey Syrang Grade I	275-525	390-685
Survey Syrang Grade II	215-370	310-490
Engine Driver Grade I	405-660	520-900
Engine Driver Grade II	240-445	350-580
Deck Tindal	275-525	390-685
Master Grade III	215-370	
Driver Grade III	215-370	310-490
Mechanic	215-370	
Personal Assistant to Chief Hydrographer	495-835	650-1150
<i>Harbour Engineering Wing</i>		
Chief Engineer	1400-1900	1650-2175
Superintending Engineer	1150-1650	1450-2050
Executive Engineer	850-1450	1125-1725
Assistant Engineer	560-1100	750-1450
Junior Engineer	465-775	600-1100
Head Draftsman		
Draftsman Grade I		
First Grade Overseer	330-575	450-785
Estimator		
Draftsman Grade II	255-455	370-600
Tracer	230-385	330-515
Blue Printer	210-340	300-450
Office Manager	495-835	650-1150
Comptometer Operator	200-285	290-425
Mobile Crane Operator (Caterpillar Type)	275-525	390-685



<i>Revised scale of pay</i>	<i>Designation of post</i>	<i>Existing scale of pay</i>	<i>Revised scale of pay</i>
Rs.		Rs.	Rs.
1475-2050	Mobile Crane Operator	240-445	350-580
1450-2050	(Tyremountal Type)		
1125-1725	Mechanical Operator	230-385	330-515
1125-1725	Assistant Crane Operator-cum-cleaner	200-285	290-425
750-1450	Work Superintendent Grade I	285-550	420-720
	Work Superintendent Grade II	230-385	330-515
700-1270	General Mechanic		
700-1270	Senior Mechanic	275-525	390-685
600-1100	Heavy machine Operator		
520-900	Turner	215-370	
	Operator	215-370	310-490
	Lineman	215-370	
450-785	Assistant Lineman	200-285	290-425
	Roller Driver	240-445	350-580
310-490	Moulder		
290-425	Smith	215-370	310-490
650-1150			
	<i>Posts held by personnel from other departments</i>		
	Administrative Officer	710-1200	910-1550
	Financial Assistant	710-1200	910-1550
1650-2175			
1025-1725			
975-1625			
700-1270			
750-1450			
600-1100			
450-785			
370-600			
420-720			
350-580			
330-515			
450-785			
390-685			
310-490			
520-900			
350-580			
390-685			
310-490			
650-1150			
1650-2175			
1450-2050			
1125-1725			
750-1450			
600-1100			
450-785			
370-600			
330-515			
300-450			
650-1150			
290-425			
390-685			

## 51. PRISONS DEPARTMENT

	Inspector General of Prisons	1050-1550	1300-1900
	Deputy Inspector General of Prisons	750-1250	1125-1725
	Superintendent of Central Prisons	600-1200	910-1550
	*Personal Assistant to Inspector General of Prisons	560-1100	750-1450
	Accounts Officer	510-995	700-1270
	Jailor, Central Prison		
	Superintendent, District Jail	495-835	650-1150 ✓
	Superintendent of Open Prison		
	Superintendent, Balamandir	495-835	650-1150/
	Deputy Jailor in Central Prison		
	Jailor of Special Sub Jails	405-660	520-900
	Superintendent of Borstal School		
	Welfare Officer	405-660	520-900
	Assistant Jailor Grade-I		
	Sub Jail Superintendent	330-575	450-785
	Supervisor, Open Prison		
	Supervisor, Borstal School		
	Dance Master	330-575	340-535
	Technical Officer	330-575	450-785
	Deputy Superintendent, Balamandir		
	†Deputy Superintendent-cum-Headmaster in Balamandir Grade-I	330-575	450-785
	Do. Grade-II	285-540	420-720
	Assistant Jailor Grade-II	255-455	390-685
	‡Gate Keeper and Chief Warder		
	Reserve Head Warder	240-445	350-580
	Assistant Drill Instructor		
	Ministerial Head Warder		
	Chief Petty Officer		

\* To be redesignated as Administrative Assistant.

† The Deputy Superintendent, Balamandir, Calicut who is now on a personal scale of pay of Rs. 410-715 will be allowed the revised scale of pay of Rs. 535-950 as personal.

‡ The existing special pay of Rs. 15 for Gate Keeper and Chief Warder will continue.

Designation of post	Existing scale of pay		Revised scale of pay	
	Rs.		Rs.	
Agricultural Demonstrator*	} 235-395	}	420-720†	340-535
Agricultural Instructor				
Weaving Instructor				
Weaving Foreman	} 285-540	}		
Industrial Instructors, Carpentry Foreman				
Boot Foreman				
Assistant Industrial Instructor	} 235-395	}		
Weaving Assistant				
Assistant Carpentry Foreman				
Carpentry Instructor	} 285-540	}		
Blacksmithy Instructor				
Tailoring Instructor				
Teachers (Non-industrial)	} 285-540 &	}		
Hindi Teacher				
Physical Training Instructor				
Shoe Maistry	235-395	}	310-490	
Wireman	215-370			
Electrician-cum-Pump Driver	215-370			
Supervisor, Balamandir	215-370	}	310-490	
Warder	210-340			
Petty Officer	210-340			
Weaver	210-340	}	300-450	
Packer Clerk ‡	210-340			
Skilled Worker	200-285			
Mason	200-285	}	290-425	
Guard	200-285			
Nurse	200-285			
Nursing Orderly	200-285	}	290-425	
Matron	200-285			
Rakshak	200-285			
Head Cook	200-285	}	290-425	
Part-time Hindi Teacher	200-285			
Part-time Bhagavathier	230-385			
Part-time Music Teacher	196-265	}	290-425	
	200-285			
<i>Posts held by personnel of other Departments</i>				
Assistant Surgeon	510-995		700-1270	
Pharmacist Compounder	255-455		370-600	
Junior Agricultural Officer	435-775		600-1100	

## 52. PUBLIC HEALTH ENGINEERING DEPARTMENT

Chief Engineer	1400-1900	1800-2250
Deputy Chief Engineer/Superintending Engineer	1150-1650	1450-2050
Executive Engineer	850-1450	1125-1725
Chief Accounts Officer	850-1450	1125-1725
Assistant Engineer/Personal Assistant	560-1100	750-1450
Administrative Assistant	560-1100	750-1450
Revenue Officer	495-835	650-1150
Junior Engineer §	465-775	600-1100

\* To be redesignated as Agricultural Instructor

† The existing incumbents on Rs. 285-540 will be allowed the revised scale of Rs. 420-720 only. Those in the lower scale of Rs. 235-395 will be eligible for the higher scale of Rs. 420-720 on completion of 15 years of service in the existing grade.

‡ To be redesignated as 'Attender'.

§ Will be eligible for higher grade as for Junior Engineers in the Public Works Department.

Ratio  
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Be all

Existing scale of pay		Designation of post	Existing scale of pay	Revised scale of pay
Rs.			Rs.	Rs.
		Chief Mechanical Foreman } Mechanical Superintendent } Chief Driller }	465-775	600-1100
		Master Driller	465-775	600-1100
		Lifeguard-cum-Coach	410-715	535-950
420-720†		Draftsman Grade I } Water Works Inspector Grade I }	330-575	450-785
340-535		Special Assistant for arbitration	330-575	450-785
		Drainage Inspector Grade I	330-575	450-785
		Electrical Overseer		
		Head Operator } Head Shift Operator }	285-550	420-720
		Meter Inspector *	285-550	420-720
310-490		Driller Mechanic } Driller }	285-550	420-720
		Sanitary Chemist	285-550	420-720
		Water Works Superintendent	285-550	420-720
		Works Superintendent Grade I		
310-490		Water Works Inspector Grade II } Draftsman Grade II }	255-455	370-600
300-450		Drainage Inspector Grade II	255-455	370-600
		Tracer	230-385	330-515
		Meter Reader *	230-385	330-515
		Well Driller } Percussion Drill Operator }	230-385	330-515
290-425		Work Superintendent Grade II	230-385	330-515
		Welder	210-340	300-450
		Surveyor †	230-385	330-515
		Head Blacksmith } Garden Superintendent }	230-385	330-515
290-425		Assistant Operator	230-385	330-515
		Bore Well Foreman		
		Shift Operator } Assistant Shift Operator }	215-370	330-515
700-1270		Operator		
370-600		Senior Operator	215-370	310-490
600-1100		Plumber	215-370	310-490
		Head Fitter	215-370	330-515
		Mixer Driver		
		Pump Driver } Roller Driver }	215-370	310-490
3-2250		Mixer Operator	215-370	330-515
3-2050		Chlorine Mechanic		
5-1725		Telephone Lineman } Painter }	210-340	300-450
3-1450		Lineman		
3-1450		Mason } Pipe Layer }	210-340	300-450
3-1150		Sewer		
3-1100		Cleaner		
		Fitter	210-340	300-450
		Blue Printer	210-340	300-450
		Caretaker	200-285	300-450

\* A ratio of 1:4 between Meter Inspectors and Meter Readers will be introduced.

† A higher grade on Rs. 390-685 in the ratio of 1:4 between higher and lower grade (Rs. 330-515) will be allowed for Surveyors.