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CHAPTER 7

DEPARTMENTS

- 7.0.1.** This Chapter deals with the Departments under the Government including institutions, the staff cost of which are met from the State exchequer, their staff pattern, staff strength, existing and revised pay scales, etc. The data regarding number of posts, existing scales of pay etc. presented here are based on the information provided by the Heads of Departments/Offices. While all attempts and care have been taken to present the data as accurate as possible, unintended omissions cannot be ruled out. This Commission therefore would like to caution that the authority for the existence of a post and its existing scale of pay should be the authenticated Government order on the subject which should be referred to as the deciding document in case of any doubt. In case where a particular post does not figure in this Chapter because of its non-inclusion in the data provided by Head of the Department/Office, the normal replacement scale should apply.
- 7.0.2.** The Commission received a large number of representations and many of them routinely asked for up gradation to higher level, increase of allowances, improvement of ratio promotion etc. It is obviously not possible to deal in this report with every representation received or give reasons for not considering the requests put forth in such representations. While dealing with the representations which were of a substantial nature, the Commission has given only brief explanations for the conclusions.
- 7.0.3.** The main grievance highlighted by majority of the Service Organizations was regarding the disturbances caused by the last pay revision order (8th pay revision order) in the then existing parity in the scales of pay between the employees in the different Departments and the Secretariat. There existed appreciable parity on the pay scales between officers of different Departments and Secretariat till the 8th Pay Revision Order. But by the last pay revision of 2004, the officers of the Secretariat had been given a hike in pay by which officials having identical scales of pay in majority Departments had been brought to a lower scale of pay disturbing the then existed parity. This was characterized before the Commission by most of the Service Organisations as “degrading the above employees”. The representatives of those Service Organisations advanced the argument that the execution of the decisions of the Government at the grass root level or at its final destination is as important as the decisions itself. The execution wing of the Government is also important as the decision-making wing. Before the 8th pay revision order, there existed a harmonious pay structure by which the officials were placed in a proper parity of scales. The disturbance of the above parity caused much resentment among a vast majority of the officials and that was well reflected in their

representations and submissions made before the Commission. In the above circumstance the Commission has taken the decision to restore the earlier parity as far as possible, that too considering the importance/significance of the duties and responsibilities, of the various departments, while upholding the significance and importance of the Secretariat. Thus the Commission has made an attempt to restore the harmonious pay structure without upsetting or ignoring the importance of the Secretariat and its officials.

7.1. KERALA RAJ BHAVAN

- 7.1.1.** The Raj Bhavan establishment consists of two separate wings viz., Governor's Secretariat and Governor's Household both headed by Secretary to Governor. The Secretary to Governor is an officer belonging to the IAS cadre.
- 7.1.2.** Comptroller may be placed in the revised scale of pay of Rs.32110-44640.
- 7.1.3.** The Deputy Secretary may be allowed special pay @ Rs.300.
- 7.1.4.** Normal revision is recommended to all posts.
- 7.1.5.** The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Secretary to Governor	1	IAS		
Deputy Secretary	2	20700-26600	36140-46640 + 300 Sp	Special Pay in lieu of Higher Time Scale
Under Secretary	2	12930-20250	22360-35320	HG in the ratio of 2:1 with scale of Rs.29180-40640 will continue.
Private Secretary to Governor	1	12930-20250	22360-35320	
Public Relations Officer	1	12930-20250	22360-35320	
Personal Assistant to Governor	1	11910-19350	20740-33680	
Section Officer (HG)	1	11910-19350	20740-33680	Grade ratio 1:1 will continue.
Section Officer	2	10790-18000	18740-31360	
Additional Personal Assistant to Governor	1	10790-18000	18740-31360	
Tour Superintendent	1	10790-18000	18740-31360	
Cypher Superintendent	1	10790-18000	18740-31360	
Assistant (Sel. Gr.)	4	9590-16650	16980-29180	Re-designated as Assistant Section Officer
Assistant (Sr. Gr.)	4	9190-15510	16180-27140	
Assistant	4	7990-12930	13900-22360	
Typist (Sel. Gr.)	1	9590-16650	16980-29180	Existing ratio of 1:1:1:1

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Typist (Sr. Gr.)	1	9190-15510	16180-27140	among four grades will continue.
Typist Gr. I	1	7990-12930	13900-22360	
Typist Gr. II	2	6080-9830	10480-17420	
Cypher Assistant	1	9190-15510	16180-27140	
Telephone Operator	4	5650-8790	9940-15380	
Chauffeur Gr. II	1	5250-8390	9190-14620	
Motor Cycle Despatch Rider	2	5250-8390	9190-14620	
Clerical Assistant	1	4630-7000	8730-12550	
Common Category				
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	
Binder	1	4750-7820	9190-14620	
Duffedar	2	4630-7000	8730-12550	
Class IV Employee Gr. I	22	4630-7000	8730-12550	Gr. I & Gr. II in the ratio 1:2
Class IV Employee Gr. II		4510-6230	8500-12220	
Sweeper	4	4510-6230	8500-12220	
Sanitation Worker	1	4510-6230	8500-12220	
Sweeper cum Sanitation Worker	1	4510-6230	8500-12220	
GOVERNOR'S HOUSEHOLD				
ADC to Governor (P)	1	IPS		
ADC to Governor (N)	1			Defence Service
Comptroller	1	16650-23200	32110-44640	
Additional Private Secretary	1	12930-20250	22360-35320	
Medical Officer	1	11910-19350	24040-36140	
Staff Nurse Gr. II	1	7480-11910	13900-22360	
Pharmacist Gr. II	1	6680-10790	11620-18740	
Furniture Clerk	1	5650-8790	9940-15380	
Motor Section Clerk	1	5650-8790	9940-15380	
Garden Supervisor	1	5650-8790	9940-15380	
Chauffer	4	5250-8390	9190-14620	
Head Butler	1	4750-7820	8960-13210	
Head Cook	1	4750-7820	8960-13210	
Head Gardener	1	4750-7820	8960-13210	
Carpenter	1	4750-7820	8960-13210	
Gardener	12	4630-7000	8730-12550	
Personal Attendant	2	4630-7000	8730-12550	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Caretaker	1	4630-7000	8730-12550	
Tailor	1	4630-7000	8730-12550	
Cook	2	4630-7000	8730-12550	
Laundry Superintendent	1	4630-7000	8730-12550	
Dhobi	3	4630-7000	8730-12550	
Female Attendant	1	4630-7000	8730-12550	
Nursing Assistant	1	4510-6230	8500-12220	
Hospital Attendant	2	4510-6230	8500-12220	
Common Category				
Attendar	1	4630-7000	8730-12550	
Duffedar	1	4630-7000	8730-12550	
Waiter	4	4630-7000	8730-12550	
Matey	4	4510-6230	8500-12220	
Lascar	2	4510-6230	8500-12220	
Sweeper	12	4510-6230	8500-12220	
Sweeper-cum-Sanitation Worker	2	4510-6230	8500-12220	
Cleaner	2	4510-6230	8500-12220	
Class IV Employee Gr. II	4	4510-6230	8500-12220	
Watcher	3	4510-6230	8500-12220	
Total	152			

No. of Part-Time Contingent employees - 1; No. of Women employees including Part-time - 16.

7. 2. LEGISLATURE SECRETARIAT

7.2.1. The Legislature Secretariat is associated with the business of the House of Legislature and Legislature Committees. The Secretary, Legislature is the Head of Office and is assisted by Special Secretary, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries.

7.2.2. The Commission examined various demands put forth by the Associations and discussed with the representatives of the Associations. The Head of Office was also heard. Accordingly the following recommendations are made:

- (i) Unlike other Libraries, the Legislature Library has to render reference services to MLAs in a time bound manner. There are 4 posts of Deputy Librarians in the scale of pay of Rs.12250-19800. Considering the nature of duties and functions, the Deputy Librarians may be placed in the scale of pay corresponding to Rs.12930-20250.
- (ii) Two of the Deputy Librarians may be placed in the Higher Grade in the scale of pay corresponding to Rs.16650-23200. The Chief Librarian

may be placed in the scale of pay corresponding to Rs.20700-26600 in view of special nature of duties and responsibilities attached to Legislature Library.

- (iii) The Chief Editor which was on Rs.12600-15600+200 Special pay in 1997 revision may be placed in the scale of pay corresponding to Rs.23200-31150.
- (iv) The DTP Operator may be placed in the scale of pay corresponding to Rs.7480-11910.
- (v) Hostel Attendants may be placed in the scale of pay corresponding to Rs.4750-7820 and the Chief Hostel Attendants on Rs.5650-8790.
- (vi) The Commission understands that the method of appointment of House Keeper is by promotion from among lower categories with basic qualification SSLC and that House Keeper/Reception Guide/Museum Guide are equated posts. The House Keeper/Reception Guide/ Museum Guide may be placed in the scale of pay corresponding to Rs.7990-12980 and they may be allowed Senior/Higher grade in the ratio 2:1 with scale of pay corresponding to Rs.8390-13270.
- (vii) Senior most Clerical Assistant is appointed as Office Assistant (single post). Clerical Assistant Grade I is in the scale of pay of Rs.6080-9830. Office Assistant may be allowed the scale of pay corresponding to Rs.6680-10790.
- (viii) The posts of Additional Secretary, Joint Secretary and Deputy Secretary may be allowed special pay @ Rs.900, Rs.500 and Rs.300 respectively.
- (ix) Clerical Assistant may be allowed the revised scale of pay of LD Clerk, in the Common Category.

7.2.3. Normal revision is recommended to all other categories.

7.2.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Secretary	1	As In PD		NJPC
Special Secretary	1	26600-33750	46640-58640	
Additional Secretary	3	25400-33100 + 600 sp	44640-56340 + 900 Sp	Special Pay in lieu of Higher Time Scale
Joint Secretary	8	23200-31150	40640-54140 + 500 Sp	Special Pay in lieu of Higher Time Scale
Deputy Secretary/Estate	13	20700-26600	36140-46640	Special Pay in lieu of

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Officer/Research Officer			+ 300 Sp	Higher Time Scale
Under Secretary (HG)	8	16650-23200	29180-40640	The HG ratio (1:2) will continue.
Under Secretary/Protocol Officer	18	12930-20250	22360-35320	
Section Officer (HG)	25	11910-19350	20740-33680	The HG ratio (1:1) will continue.
Section Officer/Manager-cum-Superintendent/ Cashier	26	10790-18000	18740-31360	
Chief Editor	1	20700-26600 + 200 sp	40640-54140	
Joint Chief Editor	1	16650-23200 + 200 sp	29180-40640	
Deputy Chief Editor	6	13610-20700 + 200 sp	24040-36140	
Editor of Debates	8	12930-20250	22360-35320	
Selection Grade Reporter (HG)	5	11910-19350	20740-33680	? rd post of Sel. Grade Reporter may be in the HG
Selection Grade Reporter	10	10790-18000	18740-31360	The existing ratio of 7:2:5:7 among Sel. Gr., Sr. Gr., Gr. I and Gr. II Reporters will continue.
Senior Grade Reporter	12	9590-16650	16980-29180	
Reporter Gr. I	12	9190-15510	16180-27140	
Reporter Gr. II	13	7990-12930	13900-22360	
Chief Librarian	1	16650-23200	36140-46640	
Librarian	2	13610-20700	24040-36140	
Deputy Librarian	4	12250-19800	22360-35320	50% posts may be in the HG in the scale of pay of Rs.29180-40640
Assistant Librarian Gr. I	4	9590-16650	16980-29180	
Assistant Librarian Gr. II	4	9190-15510	16180-27140	
Catalogue Assistant	5	8390-13270	14620-23480	
Personal Assistant	2	11910-19350	20740-33680	
Assistant (Sel. Gr.)	51	9590-16650	16980-29180	Assistant Sel. Gr. is re-designated as Assistant Section Officer. The Grade ratio (1:1:1) will continue.
Assistant (Sr. Gr.)	51	9190-15510	16180-27140	
Assistant	52	7990-12930	13900-22360	
Controller of Printing	1	11070-18450	19240-32110	
Office Superintendent	13	10790-18000	18740-31360	Higher Grade in the ratio 1:1 in the scale of pay of Rs.20740-33680 is proposed.
Typist (Sel. Gr.)	16	9590-16650	16980-29180	The existing ratio (1:1:1:1) will continue
Typist (Sr. Gr.)	17	9190-15510	16180-27140	
Typist Gr. I	17	7990-12930	13900-22360	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Typist Gr. II	17	6080-9830	10480-17420	
Foreman	1	8790-13610	15380-24040	
Health Inspector Gr. II	2	8390-13270	14620-23480	
Reader Gr. II	4	7990-12930	13900-22360	
Paste Up Artist	1	7480-11910	13210-20740	
Offset Machine Operator	5	7480-11910	13210-20740	
Junior Health Inspector Gr. II	1	6680-10790	11620-18740	
Office Assistant	1	6080-9830	11620-18740	
Clerical Assistant Gr. I	4	6080-9830	10480-17420	The existing ratio (1:1) will continue.
Clerical Assistant Gr. II	5	4750-7820	9940-15380	
Copy Holder	2	6080-9830	10480-17420	
Computer Operator-cum-Web Designer	4	6080-9830	10480-17420	
House Keeper/Reception Guide/Museum Guide	13	6080-9830	13900-22360	1/3rd posts will be in the HG in the scale of pay of Rs.14620-23480.
Lift supervisor	1	5650-8790	9940-15380	
Chief Hostel Attendant	10	5250-8390	9940-15380	
DTP Operator	6	5250-8390	13210-20740	
Photocopier Operator	4	5250-8390	9190-14620	
Assembly Attendant	20	4750-7820	8960-13210	
Head Gardener	1	4750-7820	8960-13210	
Hostel Attendant	50	4630-7000	8960-13210	
Lady Attendant	1	4630-7000	8730-12550	
Library Boy Gr. I	2	4630-7000	8730-12550	
Library Boy Gr. II	2	4510-6230	8500-12220	
Helper	4	4630-7000	8730-12550	
Attender	6	4630-7000	8730-12550	
Gardener	10	4630-7000	8730-12550	
Sweeper	20	4510-6230	8500-12220	
Sanitation Worker	13	4510-6230	8500-12220	
Cleaner	3	4510-6230	8500-12220	
Common Category				
Confidential Assistant (Sel. Gr.)	6	11070-18450	19240-32110	
Confidential Assistant (Sr. Gr.)	6	9190-15510	16180-27140	
Confidential Assistant Gr. I	6	7990-12930	13900-22360	
Confidential Assistant Gr. II	7	6080-9830	10480-17420	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Driver (Sr. Gr.)	1	6680-10790	11620-18740	
Driver Gr. I	2	6080-9830	10480-17420	
Driver Gr. II	2	5250-8390	9190-14620	
Binder Gr. I	2	5650-8790	9940-15380	
Binder Gr. II	6	4750-7820	8960-13210	
Lift Operator	23	5250-8390	9190-14620	
Telephone Operator	1	5250-8390	9190-14620	
Roneo Operator	5	4750-7820	8960-13210	
Class IV Employee Gr. I	23	4630-7000	8730-12550	
Class IV Employee Gr. II	48	4510-6230	8500-12220	
Duffedar	1	4630-7000	8730-12550	
Mochee	1	4630-7000	8730-12550	
<i>Posts held by personnel of other Departments</i>				
Chief Marshal	1	23200-33150	40640-54140	
Additional Chief Marshal	1	12930-20250	22360-35320	
Programmer	1	11070-18450	19240-32110	
Network Administrator	1	9190-15510	16180-27140	
Computer Programmer	1	9190-15510	16180-27140	
Marshal	4	9190-15510	16180-27140	
Sergeant (In the grade of Head Constable)	10	7480-11910	13210-20740	
Leading Fireman	2	6680-10790	11620-18740	
Sergeant Assistant (In the grade of Police Constable)	86	6080-9830	10480-17420	
Women Sergeant Assistant	3	6080-9830	10480-17420	
Personal Assistant to MLA	123			
Pump operator	2	5250-8390	9190-14620	
Agricultural Assistant	1	6080-9830	10480-17420	
Total	1000			

No. of Part-Time Contingent employees – 66; No. of Casual/Contract/Daily Waged employees – 56;
No. of Women employees including Part-Time – 373

7.3. GOVERNMENT SECRETARIAT

- 7.3.1.** Government Secretariat is the apex office of the State Administration established to transact the business of the Government and the Council of Ministers according to the Rules of Business issued by the Governor in exercise of the powers conferred by Clauses (2) and (3) of Article 166 of the

Constitution. Government Secretariat is the office, wherein or through which the Governor or any Minister takes the official cognizance of other matters relating to the Administration of the State. It is the king pin in the formulation of managerial, administrative, economic, financial and other policies of the State and co-ordinates all activities of the different Departments of the State administration. It is mainly concerned in assisting the Cabinet in framing of policies, approval of plan schemes/programmes for the overall development of the State. It is the ultimate decision making body in the State, besides acting as an Appellate Authority of the State Administration. The Secretariat maintains relationship with the Central Government and other State Governments. It evaluates the functioning of subordinate Departments, through inspection, O & M study and job evaluation.

- 7.3.2.** The uniqueness of the Secretariat is well established and unparallel to any other administrative body functioning in the State. It plans, organizes, directs, controls, and unifies the State Government system. It is the supporting staff system to the topmost political and constitutional executives of the State. The relationship between Secretariat and non-Secretariat is aptly analogous to that between an architect and a builder; the brain and the limbs. Functions of the Secretariat and non-secretariat departments are distinct though inter-dependent in all respects and cannot be equated in the same footing. Secretariat also functions as an institutionalized memory bank of data to enable the Government to examine the issues in the light of precedents. Such an examination, in the Government, is highly essential for ensuring objectivity, consistency, continuity and transparency in administration. The Administrative Secretariat, the Finance Secretariat and the Law Secretariat are the important divisions in the Secretariat. Matters related to the Public Sector Undertakings (PSUs) and Autonomous bodies are monitored in the Secretariat. All matters to be presented in the Legislature including draft Acts and Rules are prepared in the Secretariat. It is the ultimate office for interpretation of all rules and to make advice.

(a). ADMINISTRATIVE SECRETARIAT

- 7.3(a).1.** Administrative Secretariat comprises 37 Depts. and the respective Ministries. The Departments in the Administrative Secretariat exercise administrative control over the respective subordinate Departments and offices in the State and co-ordinate the activities/monitor the execution of Schemes/Projects in all the Departments. Appeal matters of all and the establishment matters of the officers above the rank of District level including the Head of the Departments are done in the respective Departments. Adjudication of cases involving the State in the High court/Supreme Court is also the subject matter of the respective Departments in the Administrative Secretariat. The Ministers could overview the day to day functioning of their Departments/Offices through

their Administrative Departments in the Secretariat. Co-ordination of all matters in respect of the Government and other Departments, including Finance and Law, are being done in the Administrative Secretariat. The staffs in the Administrative Secretariat have to work in any of the 37 Departments on transfer and have to master the matters of these Departments.

7.3(a).2. The representatives of various Service Organizations were heard by the Commission and held discussion with the Principal Secretary, General Administration Department. After careful consideration of all aspects, the Commission makes the following recommendations:

- (i) One post each of Special Secretary may be allowed in the General Administration Department, Home Department, General Education Department, Health and Family Welfare and Public Works Department, in the scale of pay corresponding to Rs.26600-33750, which will be the promotion post of Additional Secretary (Non-IAS).
- (ii) The Special Allowance admissible to the Private Secretary/Additional Private Secretary/Special Private Secretary/Assistant Private Secretary to the Ministers may be extended to the Political Secretary and the Press Secretary to the Chief Minister.
- (iii) The posts of Additional Secretary, Joint Secretary and Deputy Secretary may be allowed special pay @ Rs.900, Rs.500 and Rs.300 respectively in lieu of higher time scale of pay.
- (iv) Considering the lesser promotion avenues, the ratio between the posts of Full Time Gardeners and the Head Gardener may be revised as 10:1 instead of 20:1.
- (v) The posts of Store Attender and Telephone Cleaner may be included in the schedule of posts of the Pay Revision Order.
- (vi) The scale of pay corresponding to Rs.4750-7820 may be allowed to the Cycle Stand Watchman.
- (vii) The scale of pay of the post of Nottam may be enhanced to the scale of pay corresponding to Rs.4750-7820.
- (viii) The ratio between the posts of Lift Operator and Lift Supervisor may be revised as 9:1 instead of the existing 14:1.
- (ix) The post of Binder Gr. II may be allowed the scale of pay corresponding to Rs.5250-8390
- (x) The scale of pay of the posts of Security Guards, Head Guards and Sergeant/Assistant Security Officer may be enhanced to the scales of pay corresponding to Rs.5650-8790, Rs.6680-10790 and Rs.8390-13270

respectively. The existing ratio between Security Guard and Head Guard (5:1) may be continued.

- (xi) Special Allowance of the Drivers attached in the Secretariat may be enhanced to Rs.250/-, considering the special nature of work.
- (xii) The post of Selection Grade Assistant may be re-designated as Assistant Section Officer, by suitably fixing the duties and responsibilities.
- (xiii) The post of Office Superintendent may be allowed higher grade in the ratio 1:1 and the higher grade pay may be placed in the corresponding scale of Rs.11910-19350.
- (xiv) Attenders in the Secretariat may be placed in the scale of pay corresponding to Rs.4750-7820, as Clerical Attender in the various Department which is in the same scale of pay. The by transfer appointment of Peon as Attender in the Secretariat may be treated as promotion for which Special Rules may be amended suitably. Attenders may be given promotion in the ratio 2:1.
- (xv) It has been brought to the notice of the Commission that the Last Grade Employees working in the Secretariat are from the Last Grade Servants posted against Headquarters vacancies. Hence Last Grade Servant could not be recruited permanently in the Secretariat. In order to overcome this situation separate recruitment may be done exclusively for Secretariat, for which necessary provisions may be included in the Secretariat Subordinate Service Rules.
- (xvi) The existing ratio of 1:2 between Personal Assistant HG and Personal Assistant may be revised to 1:1.
- (xvii) Clerical Assistant Gr. II may be placed in the scale of pay as in Legislature Secretariat.

7.3(a).3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Chief Secretary	1	IAS		
Additional Chief Secretary	5	IAS		
Principal Secretary	11	IAS		
Secretary	20	IAS		
Addl. Secretary (IAS)	6	IAS		
Additional Secretary	45	25400-33100 + 600sp	44640-56340 + 900 Sp	Special pay in lieu of Higher Time scale
Joint Secretary	36	23200-31150	40640-54140	Special pay in lieu of

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
			+ 500 Sp	Higher Time scale
Deputy Secretary	46	20700-26600	36140-46640 + 300 Sp	Special pay in lieu of Higher Time scale
Under Secretary (HG)	41	16650-23200	29180-40640	
Under Secretary and Asst. Electoral Officer/Protocol Officer/Additional Protocol Officer/Chief Liaison Officer	80	12930-20250	22360-35320	
Language Expert	1	12930-20250	22360-35320	
Personal Assistant (HG)	16	12250-19800	21240-34500	Existing ratio (1:2) will be modified as 1:1.
Personal Assistant	32	11910-19350	20740-33680	
Section Officer (HG)	183	11910-19350	20740-33680	Existing ratio (1:1) will continue.
Section Officer/Cashier/Liaison Officer/Asst. Protocol Officer	183	10790-18000	18740-31360	
Office Superintendent	35	10790-18000	18740-31360	HG in the ratio 1:1 in the scale of pay of Rs.20740-33680 is proposed.
Assistant (Sel. Gr.)	374	9590-16650	16980-29180	Assistant Sel. Gr. is re-designated as Assistant Section Officer. The Grade ratio (1:1:1) will continue.
Assistant (Sen. Gr.)/Assistant Cashier	374	9190-15510	16180-27140	
Assistant /Accountant/ Reception Officer/Assistant Liaison Officer	373	7990-12930	13900-22360	
Typist (Sel. Gr.)	108	9590-16650	16980-29180	The existing ratio (1:1:1:1) will continue.
Typist (Sen. Gr.)	108	9190-15510	16180-27140	
Typist Gr. I	109	7990-12930	13900-22360	
Typist Gr. II	109	6080-9830	10480-17420	
Security Officer	1	9190-15510	16180-27140	
Assistant Security Officer	2	7990-12930	14620-23480	
Sergeant	3	7990-12930	14620-23480	
Security Guard Gr. I/Head Guard	9	6080-9830	11620-18740	The existing ratio (1:5) will continue.
Security Guard Gr. II, Chowkidar, Watchman	104	5250-8390	9940-15380	
Clerical Assistant Gr. I	41	6080-9830	10480-17420	
Clerical Assistant Gr. II	31	4750-7820	9940-15380	
Lift Supervisor	2	5650-8790	9940-15380	
Duplicating Machine Supervisor	1	5650-8790	9940-15380	
Duplicating Machine Operator	3	4750-7820	8960-13210	
Motor Cycle Orderly	2	5250-8390	9190-14620	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Head Gardener	1	4750-7820	8960-13210	The ratio between Full-Time Gardeners and Head Gardener may be 10:1
Gardener	20	4630-7000	8730-12550	
Dhoby	1	4750-7820	8960-13210	
Attender	45	4630-7000	8960-13210	1/3 may be in the Higher Grade.
Nottam	1	4630-7000	8960-13210	
Store Attendant	4	4630-7000	8730-12550	
Conference Hall Watchman	2	4630-7000	8730-12550	
Cycle Stand Watchman	4	4630-7000	8960-13210	
Messenger	3	4510-6230	8500-12220	
Full Time Telephone Cleaner	3	4510-6230	8500-12220	
OP Attender	1	4510-6230	8500-12220	
Common Category				
Confidential Assistant (Sel. Gr.)	50	11070-18450	19240-32110	The existing ratio (1:1:1:1) will continue.
Confidential Assistant (Sr. Gr.)	50	9190-15510	16180-27140	
Confidential Assistant Gr. I	50	7990-12930	13900-22360	
Confidential Assistant Gr. II	50	6080-9830	10480-17420	
Health Inspector Gr. II	1	7990-12930	13900-22360	
Binder Gr. I	14	5650-8790	9940-15380	
Binder Gr. II	18	4750-7820	9190-14620	
Lift Operator	28	5250-8390	9190-14620	Ratio between Lift Operator and Lift Supervisor will be 9:1.
Health Assistant	1	5250-8390	9190-14620	
Driver	13	5250-8390	9190-14620	
Class IV Employee Gr. I	258	4630-7000	8730-12550	
Class IV Employee Gr. II	430	4510-6230	8500-12220	
Full Time Sweeper	52	4510-6230	8500-12220	
Total	3595			

No. of Part-Time Contingent employees - 60; No. of Women employees including Part-Time -1578.

(b). FINANCE SECRETARIAT

7.3(b).1. The Finance Department is responsible for all matters relating to the financial procedure and application of the sound principles of finance in Government, framing of rules regulating pay, emoluments and other service conditions of all Government employees, preparation of annual budget and framing of rules governing financial procedures in the Government Departments. It has administrative control over the Departments of Local Fund Audit, Treasuries,

National Savings and the State Insurance .The Finance Department also controls the general services like Divisional Accountant/Financial Assistant / Finance Officer. The authority of KSR, KTC, KFC and KAC vests with the Finance Department. It offers financial advice to the Public Sector Undertakings also.

7.3(b).2. The representatives of various Service organizations were heard by the Commission and held discussion with the Additional Chief Secretary, Finance Department, makes the following recommendations:

- (i) One post of Special Secretary may be allowed in the scale of pay corresponding to Rs.26600-33750.
- (ii) The posts of Additional Secretary, Joint Secretary and Deputy Secretary may be allowed special pay @ Rs.900, Rs.500 and Rs.300 respectively.
- (iii) Normal revision is recommended to all other posts. The recommendations made in respect of similar categories of posts in the Administrative Secretariat are applicable in the Finance Secretariat also.

7.3(b).3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Principal Secretary	1	IAS		
Secretary	2	IAS		
Additional Secretary	14	25400-33100 + 600sp	44640-56340 + 900 Sp	Special pay in lieu of Higher Time scale
Joint Secretary	11	23200-31150	40640-54140 + 500 Sp	Special pay in lieu of Higher Time scale
Deputy Secretary	14	20700-26600	36140-46640 + 300 Sp	Special pay in lieu of Higher Time scale
Under Secretary (HG)	9	16650-23200	29180-40640	
Under Secretary	18	12930-20250	22360-35320	Existing HG (2:1) ratio will continue.
Personal Assistant (HG)	2	12250-19800	21240-34500	
Personal Assistant	4	11910-19350	20740-33680	
Section Officer (HG)	38	11910-19350	20740-33680	
Section Officer	38	10790-18000	18740-31360	HG ratio will continue.
Office Superintendent	7	10790-18000	18740-31360	HG in the ratio 1:1 in the scale of pay of Rs. 20740-33680 is proposed.
Assistant (Sel. Gr.)	91	9590-16650	16980-29180	Assistant Sel. Gr. is re-designated as Assistant Section Officer. The Grade ratio (1:1:1) will continue.
Assistant (Sr. Gr.)	91	9190-15510	16180-27140	
Assistant	90	7990-12930	13900-22360	
Typist (Sel. Gr.)	21	9590-16650	16980-29180	Existing ratio (1:1:1:1) will

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Typist (Sr. Gr.)	20	9190-15510	16180-27140	continue.
Typist Gr. I	20	7990-12930	13900-22360	
Typist Gr. II	21	6080-9830	10480-17420	
Clerical Assistant Gr. I	8	6080-9830	10480-17420	
Clerical Assistant Gr. II	8	4750-7820	9940-15380	
Attender	8	4630-7000	8730-12550	
Data Processing Centre (DPC)				
Director, Information Systems	1	25400-33100	44640-56340	
Assistant Director (Information Systems)	2	11910-19350	20740-33680	
Common Category				
Accounts Officer	8	12250-19800	21240-34500	
Confidential Assistant Sel. Gr.	10	11070-18450	19240-32110	Existing ratio (1:1:1:1) will continue.
Confidential Assistant Sr. Gr.	5	9190-15510	16180-27140	
Confidential Assistant Gr. I	3	7990-12930	13900-22360	
Confidential Assistant Gr. II	11	6080-9830	10480-17420	
Driver (Sr. Gr.)	2	6680-10790	11620-18740	
Driver Gr. I	1	6080-9830	10480-17420	
Statistical Assistant Gr. I	1	6680-10790	13900-22360	
Binder Gr. I	2	5650-8790	9940-15380	
Binder Gr. II	2	4750-7820	9190-14620	
Roneo Operator (HG)	1	5650-8790	9940-15380	
Roneo Operator	2	4750-7820	8960-13210	
Class IV Employee Gr. I	47	4630-7000	8730-12550	
Class IV Employee Gr. II	96	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Chief Technical Examiner	1	26600-33750	48640-59840	
Assistant CTE	1	23200-31150	40640-54140	
Technical Officer	1	16650-23200	36140-46640	
Executive Engineer	7	16650-23200	36140-46640	
Assistant Executive Engineer	7	12250-19800	21240-34500	
Assistant Engineer	3	11070-18450	20740-33680	
Divisional Accountant	2	10790-18000	18740-31360	
Total	752			

No. of Part-Time Contingent employees - 6; No. of Women employees including Part-time -281.

(c). LAW SECRETARIAT

- 7.3(c).1.** The Law Department deals with matters relating to legislation in accordance with the instructions of the Administrative Department and provide advice/opinion on the required legal aspects to all departments. Scrutiny and vetting of the drafts of various legal documents including Statement of facts are

done there. The Law Dept. also looks into the matters related to the Advocate General's Office and the State Judiciary, at the Govt. level. The Law Secretary is the Head of Department, appointed from among the District Judges.

7.3(c).2. The representatives of various Service organizations were heard by the Commission and held discussion with the Law Secretary, makes the following recommendations:

- (i) The posts of Additional Secretary, Joint Secretary and Deputy Secretary may be allowed special pay @ Rs.900, Rs.500 and Rs.300 respectively.
- (ii) In view of the stagnancy of Tamil and Kannada Translators, in the scale of pay of Rs.12930-20250, a higher scale of pay on Rs.16650-23200 may be allowed to the present incumbents holding the posts as personal scale.
- (iii) The existing ratio of Assistants in the Law department may be revised to 1:1:1 from 1:2:1 and the posts may be re-designated as Legal Assistant, Legal Assistant (Senior Grade) and as Assistant Section Officer in the scales of pay corresponding to Rs.8390-13270, Rs.9190-15510 and Rs.9590-16650.
- (iv) Normal revision is recommended to all other posts. The recommendations made in respect of similar categories of posts in Administrative Secretariat are applicable in the Law Secretariat also.

7.3(c).3. The categories of posts with existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Law Secretary	1	As In PD		
Special Secretary (Law)	1	26600-33750	46640-58640	
Additional Secretary	9	25400-33100 + 600sp	44640-56340 + 900 Sp	Special pay in lieu of Higher Time scale
Joint Secretary	11	23200-31150	40640-54140 + 500 Sp	Special pay in lieu of Higher Time scale
Deputy Secretary	16	20700-26600	36140-46640 + 300 Sp	Special pay in lieu of Higher Time scale
Under Secretary (HG)	5	16650-23200	29180-40640	
Under Secretary	16	12930-20250	22360-35320	HG ratio (2:1) will continue.
Personal Assistant (H.G.)	5	12250-19800	21240-34500	
Personal Assistant	1	11070-18450	19240-32110	
Section Officer (HG)	13	11910-19350	20740-33680	
Section Officer	14	10790-18000	18740-31360	HG ratio (2:1) will

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
				continue.
Office Superintendent	4	10790-18000	18740-31360	HG in the ratio 1:1 in the scale of pay of Rs.20740-33680 is proposed.
Legal Assistant (Sen. Gr.)	18	9590-16650	16980-29180	Re-designated the post as Assistant Section Officer, Legal Assistant (Sr. Gr.) and Legal Assistant respectively. The ratio may be 1:1:1.
Legal Assistant Gr. I	36	9190-15510	16180-27140	
Legal Assistant Gr. II	32	8390-13270	14620-23480	
Senior Tamil Translator (HG)	1	12930-20250	22360-35320	The present incumbent may be allowed a personal scale of Rs.29180-40640.
Senior Tamil Translator	1	10790-18000	18740-31360	
Tamil Translator (HG)	1	9190-15510	16180-27140	
Assistant Tamil Translator	3	7480-11910	13210-20740	
Senior Kannada Translator (HG)	1	12930-20250	22360-35320	The present incumbent may be allowed a personal scale of Rs.29180-40640.
Senior Kannada Translator	1	10790-18000	18740-31360	
Kannada Translator (HG)	1	9190-15510	16180-27140	
Assistant Kannada Translator	2	7480-11910	13210-20740	
Typist (Sel. Gr.)	9	9590-16650	16980-29180	
Typist (Sen. Gr.)	9	9190-15510	16180-27140	
Typist Gr. I	9	7990-12930	13900-22360	
Typist Gr. II	9	6080-9830	10480-17420	
Attender	3	4630-7000	8960-13210	
Clerical Assistant Gr. II	5	4510-6230	9940-15380	
Common Category				
Confidential Assistant (Sel. Gr.)	5	11070-18450	19240-32110	
Confidential Assistant (Sr. Gr.)	10	9190-15510	16180-27140	
Confidential Assistant Gr. I	-	7990-12930	13900-22360	
Confidential Assistant Gr. II	4	6080-9830	10480-17420	
Driver Gr. I	1	6080-9830	10480-17420	
Driver Gr. II	2	5250-8390	9190-14620	
Binder Gr. I	1	5650-8790	9940-15380	
Binder Gr. II	2	4750-7820	9190-14620	
Roneo Operator	2	4750-7820	8960-13210	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Class IV Employee Gr. I	12	4630-7000	8730-12550	
Class IV Employee Gr. II	31	4510-6230	8500-12220	
Duffader	2	4630-7000	8730-12550	
Total	304			

No. of Women employees including Part-time -113.

(d). KERALA HOUSE

7.3(d).1. Kerala House (New Delhi) is the State Government's representative office in the National Capital and a liaison office with the Centre. The Kerala House and other State Government offices in New Delhi are under the Administrative control of the Resident Commissioner, who is in the rank of a Secretary to Government. There are 3 separate wings viz. the Liaison Wing, the Protocol Wing and the Guest House. The Liaison wing acts as a bridge between Central and other State Governments and liaises with the Central Government for getting sanctioned the proposals submitted by the State Government before the Centre. The efficient functioning of the Kerala House is inevitable for the effective Central-State relations. The Protocol Wing is in charge of the VVIP/VIP visits including visits of Ministers, and other State Government dignitaries/officers/guests. The Guest House is controlled by the Controller in the rank of an Additional Secretary.

7.3(d).2. The method of appointment in the Kerala House is either transfer appointment from Government Secretariat or on deputation from the line departments. The Guest House staff are recruited locally, for functional convenience. No Special Rules have been framed so far.

7.3(d).3. The following offices of the State Government are functioning at New Delhi.

1. Kerala Information Office
2. Kerala Tourist Information Office
3. NORKA Cell
4. Cauvery Special Cell

The staff of these offices are drawn from the respective State departments.

7.3(d).4. The demands of the various Service Organisations of the Kerala House have been examined. Discussion was also held with the Resident Commissioner. Accordingly the Commission makes the following recommendations, considering the difficulties felt by the staff, due to high cost of living, among other reasons in the Capital city.

- (i) The employees of Southern States viz. Tamil Nadu, Karnataka and Andhra Pradesh working in the respective State Bhavans at New Delhi are getting New Delhi Allowance as a percentage of their basic pay ranging from 15% to 25%. The State Government employees working in New Delhi may also be allowed New Delhi allowance @ 15% of their basic pay. The CCA in vogue may be discontinued.
- (ii) The Chauffer, Cook, Peon, Waiter, Telephone Operator and Room Attendant may be given higher grade in the ratio 2:1.
- (iii) The LTC/HTA as available to the employees working in Kerala House, New Delhi may continue. Warm Cloths Allowance may be enhanced to Rs.4000/- for once in 4 years. Uniform Allowance may be enhanced to Rs.2500/- for summer and Rs.1500/- for winter once in two years. Shoe allowance may be enhanced to Rs.1000/- p.a.
- (iv) Considering the necessities at New Delhi, Educational Allowance and Transport Allowance may be allowed to the employees of Kerala House, as a special case. Educational Allowance may be sanctioned at the rate of Rs.500/- per month, per child for two children and Transport Allowance @ Rs.500/- per month.
- (v) Special Allowance of Rs.300/- p. m. may be allowed to Cooks.
- (vi) Mobile phone allowance @ Rs.500/- p. m. may be allowed to the Officer in charge of Norka Cell, New Delhi.
- (vii) The posts of Additional Secretary, Joint Secretary and Deputy Secretary may be allowed special pay @ Rs.900, Rs.500 and Rs.300 respectively.
- (viii) Kerala House is now functioning as a Guest House under a Controller. The staff members are recruited locally and no Special Rules have been framed so far. This cannot be allowed to continue for long. Kerala House being a Guest House be merged with Tourism Department.

7.3(d).3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Office of the Resident Commissioner				
Resident Commissioner	1	IAS		
Additional Resident Commissioner	1	IAS		
Law Officer	1	25400-33100 + 600sp	44640-56340 + 900 Sp	Special pay in lieu of Higher Time scale
Liaison Officer	1	23200-31150	40640-54140	Special pay in lieu of

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
			+ 500 Sp	Higher Time scale
Administrative Officer	1	12930-20250	22360-35320	
Section Officer	1	10790-18000	18740-31360	
Assistant Executive Engineer	1	12250-19800	21240-34500	
Assistant Engineer	1	11070-18450	20740-33680	
Personal Assistant	1	11910-19350	20740-33680	
Assistant Liaison Officer	6	7990-12930	13900-22360	
Assistant	3	7990-12930	13900-22360	
Typist	2	6080-9830	10480-17420	
Overseer (Electrical)	1	5650-8790	9940-15380	
Overseer (Civil)	1	5650-8790	9940-15380	
Chauffer	1	5250-8390	9190-14620	
Common Category				
Confidential Assistant	1	6080-9830	10480-17420	
Class IV Employee Gr. II	4	4510-6230	8500-12220	
Chowkidar	1	4510-6230	8500-12220	
Sweeper	1	4510-6230	8500-12220	
Office of the Controller				
Controller	1	11910-19350	20740-33680	
Protocol Officer	1	12930-20250	22360-35320	
Administrative Officer	1	12930-20250	22360-35320	
Assistant Protocol Officer	1	10790-18000	18740-31360	
Manager (Catering/Housekeeping)	1	10790-18000	18740-31360	
Section Officer	1	10790-18000	18740-31360	
Assistant	5	7990-12930	13900-22360	
Typist	1	6080-9830	10480-17420	
Reception Assistant	9	7990-12930	13900-22360	
Catering Supervisor	1	6680-10790	11620-18740	
Steno-Typist	1	6080-9830	10480-17420	
Telephone Operator	4	5250-8390	9190-14620	$\frac{1}{3}$ rd post may be in the HG on Rs.9940-15380.
House Keeping Supervisor	1	6680-10790	11620-18740	
Assistant House Keeper	1	5250-8390	9190-14620	
Store Keeper	1	6680-10790	11620-18740	
Chauffeur	11	5250-8390	9190-14620	$\frac{1}{3}$ rd post may be in the HG on Rs.9940-15380.
Butler/Steward	5	5250-8390	9190-14620	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Waiter/Bearer	19	4630-7000	8730-12550	$\frac{1}{3}$ rd post may be in the HG on Rs.8960-13210.
Attender	1	4630-7000	8730-12550	
Room Attendant	21	4630-7000	8730-12550	$\frac{1}{3}$ rd post may be in the HG on Rs.8960-13210.
Cook	8	4630-7000	8730-12550	$\frac{1}{3}$ rd post may be in the HG on Rs.8960-13210.
Class IV Employee Gr. II	3	4510-6230	8500-12220	$\frac{1}{3}$ rd post may be in the HG on Rs.8730-12550.
Plumber	2	5250-8390	9190-14620	
Sweeper	12	4510-6230	8500-12220	
Lascar/Gardener/ Scavenger/ Kitchen Helper	13	4510-6230	8500-12220	
Information Office				
Deputy Director	1	16650-23200	29180-40640	
Information Officer	1	12930-20250	22360-35320	
Assistant Information Officer	1	7990-12930	13900-22360	
Assistant Editor	1	9190-15510	16180-27140	
Cinema Operator	1	5250-8390	9190-14620	
Class IV Employee Gr. I	1	4630-7000	8730-12550	
Clerical Attender	1	4510-6230	8500-12220	
Driver	1	5250-8390	9190-14620	
NORKA Cell				
Deputy Secretary	2	20700-26600	36140-46640	
Assistant	1	7990-12930	13900-22360	
Cauvery Special Cell				
Executive Engineer	1	16650-23200	36140-46640	
Assistant Executive Engineer	1	12250-19800	21240-34500	
Assistant Engineer	2	11070-18450	20740-33680	
Head Clerk	1	8390-13270	14620-23480	
Computer Operator	1	Daily Waged	Daily Waged	
Driver Gr. II	1	On Contract	On Contract	
Class IV Employee	1	On Contract	On Contract	
Watchman	1	4510-6230	8500-12220	
Tourism Information Office				
Deputy Director	1	12930-20250	22360-35320	
Information Assistant	1	7990-12930	13900-22360	
Class IV Employee Gr. II	1	4510-6230	8500-12220	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Driver	1	5250-8390	9190-14620	
Sweeper	1	Daily Waged	Daily Waged	
Total	180			

No. of Casual/Contract/Daily Waged employees- 1; No. of Women employees including Part-Time - 3.

7.4. KERALA PUBLIC SERVICE COMMISSION

- 7.4.1.** The constitution, duties and functions of the Public Service Commission are defined under Articles 315 to 323 of the Constitution of India. The conditions of service of the staff of the Public Service Commission are governed by Article 318 (b) of the Constitution and the Rules framed there under. The method of appointment and the qualification prescribed for the staff are the same as those applicable to the staff of the Government Secretariat.
- 7.4.2.** The Chairman and the Members comprise the Commission. At present there are 18 members in the Commission including Chairman. The Secretary to the Commission is the executive/ministerial head of the Institution. The Secretary is in the scale of pay of an Additional Secretary to Government.
- 7.4.3.** Representatives of Service Associations appeared before the Commission had demanded for higher scale of pay and promotional prospects of various posts in the Department. After consideration of all aspects, the Commission recommends as follows:
- (i) The post of Secretary, Kerala Public Service Commission may be placed in the scale of pay corresponding to Rs.26600-33750.
 - (ii) The posts of Additional Secretary, Joint Secretary and Deputy Secretary may be allowed special pay @ Rs.900, Rs.500 and Rs.300 respectively.
 - (iii) Considering the lesser promotion avenues, Higher Grade to Office Superintendent may be allowed in the ratio of 1:1 in the scale of pay of Rs.11910-19350.
 - (iv) As the appointment to the post of Enquiry Officer is by transfer from different categories and the post is not a promotion post, the Commission finds no justification in enhancing the scale of pay of Enquiry Officer.
- 7.4.4.** Corresponding revision is recommended for all other posts.
- 7.4.5.** The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Secretary	1	25400-33100 + 600 sp	46640-58640	
Additional Secretary/Controller of Examinations	3	25400-33100 + 600 sp	44640-56340 + 900 Sp	Special pay in lieu of Higher Time scale
Joint Secretary/Regional Officer/Controller of Finance	13	23200-31150	40640-54140 + 500 Sp	Special pay in lieu of Higher Time scale
Deputy Secretary/District Officer	24	20700-26600	36140-46640 + 300 Sp	Special pay in lieu of Higher Time scale
Under Secretary (HG)	22	16650-23200	29180-40640	Existing ratio of 1:2 between Under Secretary (HG) and Under Secretary will continue.
Under Secretary	46	12930-20250	22360-35320	
Section Officer (HG)	103	11910-19350	20740-33680	Existing ratio (1:1) will continue.
Section Officer/Public Relations	103	10790-18000	18740-31360	
System Administrator	1	23200-31150	40640-54140	
System Manager/EDP Manager	1	16650-23200	29180-40640	
PS to Chairman	1	12930-20250	22360-35320	
System Analyst/Senior Programmer	5	12930-20250	22360-35320	
Hardware Technician	1	12930-20250	22360-35320	
Personal Assistant (HG)	6	12250-19800	21240-34500	
Personal Assistant	13	11910-19350	20740-33680	
Programmer	2	11910-19350	20740-33680	
Enquiry Officer	4	10790-18000	18740-31360	
Office Superintendent	26	10790-18000	18740-31360	HG on Rs.20740-33680 in the ratio 1:1 is proposed.
Assistant (Sel. Gr.)	219	9590-16650	16980-29180	Assistant (Sel. Gr.) may be re-designated as Assistant Section Officer. Existing ratio (1:1:1) will continue.
Assistant (Sr. Gr.)/Cashier	219	9190-15510	16180-27140	
Assistant	219	7990-12930	13900-22360	
Typist (Sel. Gr.)	42	9590-16650	16980-29180	Existing ratio of (1:1:1:1) will continue.
Typist (Sr. Gr.)	42	9190-15510	16180-27140	
Typist Gr. I	42	7990-12930	13900-22360	
Typist Gr. II	42	6080-9830	10480-17420	
Technical Assistant	1	9190-15510	16180-27140	
Sergeant	1	7990-12930	13900-22360	
Data Entry Operator	9	7480-11910	13210-20740	
Security Guard (HG)	5	6080-9830	10480-17420	
Clerical Assistant Gr. I	21	6080-9830	10480-17420	
Clerical Assistant Gr. II	21	4750-7820	9940-15380	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Security Guard	30	5250-8390	9190-14620	
Driver-cum-Peon (Co-Terminus)	18	5250-8390	9190-14620	
Attender Gr. I	7	4750-7820	8960-13210	
Attender Gr. II	14	4630-7000	8730-12550	
<i>Common Category</i>				
Confidential Assistant (Sel. Gr.)	4	11070-18450	19240-32110	
Confidential Assistant (Sr. Gr.)	4	9190-15510	16180-27140	
Confidential Assistant Gr. I	4	7990-12930	13900-22360	
Confidential Assistant Gr. II	4	6080-9830	10480-17420	
Driver Sr. Gr.	2	6680-10790	11620-18740	
Driver Gr. I	4	5650-8790	9940-15380	
Driver Gr. II	5	5250-8390	9190-14620	
Binder Gr. I	1	5650-8790	9940-15380	
Binder Gr. II	3	4750-7820	8960-13210	
Lift Operator	2	5250-8390	9190-14620	
Duplicating Machine Operator	17	4750-7820	8960-13210	
Duffedar (HG)	6	4750-7820	8960-13210	
Duffedar Gr. II	12	4630-7000	8730-12550	
Electrician	2	4750-7820	8960-13210	
Class IV Employee Gr. I	44	4630-7000	8730-12550	
Class IV Employee Gr. II	126	4510-6230	8500-12220	
Gardener	4	4630-7000	8730-12550	
Full Time Sweeper-cum-Sanitation Worker	4	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Vigilance and Security Officer	1	23200-31150	40640-54140	
Deputy Superintendent of Police	1	12930-20250	24040-36140	
Librarian Gr. I	1	11910-19350	20740-33680	
Sub Inspector of Police	1	9190-15510	16980-29180	
Police Constable	3	6080-9830	10480-17420	
Police Constable Driver	2	6080-9830	10480-17420	
Total	1584			

No. of Part-Time Contingent employees - 32; No. of Women employees including Part-Time- 531.

7.5. ADVOCATE GENERAL'S OFFICE

- 7.5.1.** The Advocate General is appointed by the Governor under Article 165 of the Constitution. The members of the ministerial staff in the Department enjoy

parity in the scale of pay with the staff in the Government Secretariat. This parity will continue.

7.5.2. The demands put forth by various Associations were examined and the Commission held discussion with the representatives of the Associations.

- (i) The posts of Additional Secretary, Joint Secretary and Deputy Secretary may be allowed special pay @ Rs.900, Rs.500 and Rs.300 respectively.

7.5.3. Normal revision is recommended to all posts.

7.5.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Secretary to Advocate General	1	25400-33100 + 600sp	44640-56340 + 900 Sp	Special pay in lieu of Higher Time scale
Joint Secretary	2	23200-31150	40640-54140 + 500 Sp	Special pay in lieu of Higher Time scale
Deputy Secretary	4	20700-26600	36140-46640 + 300 Sp	Special pay in lieu of Higher Time scale
Under Secretary (HG)	3	16650-23200	29180-40640	$\frac{1}{3}$ rd of the posts will be in the Higher Grade
Under Secretary	5	12930-20250	22360-35320	
Personal Assistant (HG)	1	12250-19800	21240-34500	Grade ratio 1:1
Personal Assistant	3	11910-19350	20740-33680	
Section Officer (HG)	15	11910-19350	20740-33680	Grade ratio 1:1
Section Officer	15	10790-18000	18740-31360	
Librarian	1	10790-18000	18740-31360	
Office Superintendent	8	10790-18000	18740-31360	
Assistant (Sel. Gr.)	38	9590-16650	16980-29180	Assistant (Sel. Gr.) re-designated as Assistant Section Officer. Grade ratio may be 1:1:1
Assistant (Sr. Gr.)	38	9190-15510	16180-27140	
Assistant	45	7990-12930	13900-22360	
Typist (Sel. Gr.)	10	9590-16650	16980-29180	Grade ratio (1:1:1:1) will continue.
Typist (Sr. Gr.)	11	9190-15510	16180-27140	
Typist Gr. I	11	7990-12930	13900-22360	
Typist Gr. II	11	6080-9830	10480-17420	
Clerical Assistant Gr. I	8	6080-9830	10480-17420	
Clerical Assistant Gr. II	8	4750-7820	9940-15380	
Library Assistant	2	5250-8390	9190-14620	
Telephone Attendant	1	4750-7820	8960-13210	
Confidential Assistant (Sel. Gr.)	8	11070-18450	19240-32110	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Confidential Assistant (Sr. Gr.)	13	9190-15510	16180-27140	
Confidential Assistant Gr. I	13	7990-12930	13900-22360	
Confidential Assistant Gr. II	14	6080-9830	10480-17420	
Telephone Operator	2	5250-8390	9190-14620	
Driver	5	5250-8390	9190-14620	
Daffedar (HG)	1	5250-8390	9190-14620	
Electrician Gr. II	1	5250-8390	9190-14620	
Binder Gr. II	1	4750-7820	8960-13210	
Class IV Employee Gr. I	77	4630-7000	8730-12550	$\frac{1}{3}$ rd will be in the Higher Grade
Class IV Employee Gr. II		4510-6230	8500-12220	
Night Watchman	1	4510-6230	8500-12220	
Total	377			

No. of Part-Time Contingent employees - 6; No. of Casual/Contract/Daily Waged employees - 7;
No. of Women employees including Part-Time-199.

7.6. AGRICULTURE

- 7.6.1.** The Agriculture Department is concerned with the formulation and implementation of various schemes for the development of Agriculture in the State. The Department undertakes various Agricultural programmes to augment the production of both food crops and cash crops through the introduction of modern methods of cultivation, distribution of production materials, quality control, marketing of agricultural products etc. It also provides extension activities among farmers on scientific methods of cultivation, plant protection and manuring. It runs agricultural farms and also has an Engineering Wing.
- 7.6.2.** The Director of Agriculture is the Head of the Department. The Department has offices at Regional, District and Panchayat levels. Krishi Bhavans are the Grama Panchayat level offices of the Department.
- 7.6.3.** The Commission held discussion with the representatives of the Service Organisations and the Head of the Department. Accordingly, the following recommendations are made:
- (i) The Director may be placed in the scale of pay corresponding to Rs.26600-33750.
 - (ii) The Additional Director may be placed in the revised scale of pay of Rs.42640-55240.

- (iii) The Joint Director/Principal Agricultural Officer and Principal Information Officer may be placed in the scale of pay corresponding to Rs.20700-26600.
- (iv) 20% of posts of Deputy Directors/Chief Soil Chemist/Plant Protection Officer/Subject Matter Specialist, Sub Divisional Agricultural Officer taken together may be placed in the scale of pay corresponding to Rs.16650-23200.
- (v) The existing ratio among the post of Senior Agricultural Officer/Assistant Director and Agricultural Officer may be revised as 1:3.
- (vi) 20% of the Agricultural Field Officers may be placed in the higher grade in the scale of pay corresponding to Rs.11910-19350.
- (vii) Agricultural Assistants Grade II, Grade I and Senior Grade may be given ratio 2:2:1 and placed in the scales of pay corresponding to Rs.6080-9830, Rs.7990-12930 and Rs.9190-15510 respectively. Agricultural Assistant Senior Grade may be re-designated as Assistant Agricultural Officer.
- (viii) Senior Mechanic in the Engineering Wing may be placed in the scale of pay corresponding to Rs.6080-9830.
- (ix) Labour Welfare Officer (single post) may be placed in the personal scale corresponding to the scale of pay of Rs.12930-20250.
- (x) The consolidated pay of Tissue Culture Technician and A/C Mechanic may be revised to Rs.5200 and Rs.4500 respectively.
- (xi) Overseer Grade II/Draftsman Grade II may be allowed the scale of pay corresponding to Rs.6680-10790.
- (xii) The Executive Engineer and the Assistant Executive Engineer may be placed in the same scales of pay applicable to the respective posts in the PWD. The State Agricultural Engineer may be allowed the revised scale of pay of Rs.42640-55240.
- (xiii) The Internal Audit Wing has to be strengthened by increasing the number of Audit teams. Altogether there are 134 posts of Junior Superintendents. One of the posts of Junior Superintendents in the Audit Wing, in each District may be upgraded and converted as Senior Superintendent.
- (xiv) One post of Junior Superintendent in the Principal Agricultural Office may be upgraded to that of Senior Superintendent.

7.6.4. Normal revision is recommended to all other posts.

7.6.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	25400-33100	46640-58640	
Additional Director	5	23200-31150	42640-55240	
Joint Director/Principal Agricultural Officer	25	16650-23200	36140-46640	
Deputy Director/Chief Soil Chemist/Plant Protection Officer	110	13610-20700	24040-36140	20% of the posts may be placed in the scale of pay of Rs.29180-40640.
Assistant Director/Senior Agricultural Officer/Radio Contact Officer	207	12250-19800	21240-34500	The existing ratio between Senior Agricultural Officer/Assistant Director and Agricultural Officer may be revised as 1:3
Assistant Principal Agricultural Officer	14	12250-19800	21240-34500	
Banana Development Officer	1	12250-19800	21240-34500	
Cashew Development Officer/Special Officer	1	12250-19800	21240-34500	
Research Officer/Farm Superintendent	14	12250-19800	21240-34500	
Assistant Soil Chemist	23	12250-19800	21240-34500	The existing ratio 1:1 between Agricultural Officer and Senior Grade Scientific Assistant for promotion as Assistant Soil Chemist will continue
Labour Welfare Officer	1	11910-19350	20740-33680	The present incumbent may be allowed personal scale of Rs.22360-35320.
Agricultural Officer/Farm Assistant/Seed Development Officer	1160	11070-18450	20740-33680	
Technical Assistant	28	11070-18450	20740-33680	
Personal Assistant to Director of Agriculture	1	11070-18450	20740-33680	
Senior Scientific Assistant	15	10790-18000	18740-31360	The existing ratio among Gr. II, Gr. I and Senior Gr. will continue as 2:1:1.
Agricultural Field Officer	47	10790-18000	18740-31360	20% of the posts may be placed in the Higher Grade in the scale of pay of Rs.20740-33680.
Scientific Assistant Gr. I	15	9190-15510	16180-27140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Agricultural Assistant Sr. Gr.	617	8390-13270	16180-27140	To be re-designated as Assistant Agriculture Officer. The ratio among Gr. II, Gr. I and Senior Gr. is modified as 2:2:1.
Agricultural Assistant Gr. I	925	7480-11910	13900-22360	
Agricultural Assistant Gr. II	1541	6080-9830	10480-17420	
Scientific Assistant Gr. II	31	7480-11910	13210-20740	
Offset Operator	1	6680-10790	11620-18740	
Assistant Offset Operator	1	5250-8390	9190-14620	
Film Librarian	1	5250-8390	9190-14620	
Lab Assistant	11	5250-8390	9190-14620	
Oil Engine Driver	8	5250-8390	9190-14620	
Field Supervisor	3	4630-7000	8730-12550	
Lab Keeper	5	4630-7000	8730-12550	
Tissue Culture Technician (on contract)	13	Consolidated pay of Rs.4400/-	Consolidated pay of Rs.5200/-	
AC Mechanic (on contract)	3	Consolidated pay of Rs.3850/-	Consolidated pay of Rs.4500/-	
Agricultural Engineering Wing				
State Agricultural Engineer	1	23200-31150	42640-55240	
Executive Engineer	2	16650-23200	36140-46640	
Assistant Executive Engineer (Agri.)	18	12250-19800	21240-34500	The post of Assistant Executive Engineer (Civil) has been re-designated as Assistant Engineer (Agri)
Assistant Engineer (Agri.)	27	11070-18450	20740-33680	
Head Draftsman (Civil)	2	11070-18450	20740-33680	
Draftsman Gr. I/Overseer Gr. I	11	7990-12930	13900-22360	Existing H.G ratio is discontinued.
Draftsman Gr. I (Mech.)	1	7990-12930	13900-22360	
Store-in-charge	10	7990-12930	13900-22360	
Mechanical Engineering Supervisor	2	7480-11910	13210-20740	
Foreman	14	6680-10790	11620-18740	
Draftsman Gr. II/Overseer Gr. II	22	6080-9830	11620-18740	
Work Superintendent	45	5650-8790	9940-15380	
Tractor Driver Gr. I	36	5650-8790	9940-15380	
Tractor Driver Gr. II	36	5250-8390	9190-14620	
Senior Mechanic	11	5250-8390	10480-17420	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Mechanic	120	5250-8390	9190-14620	
Skilled Assistant	1	5250-8390	9190-14620	
Welder	11	5250-8390	9190-14620	
Fitter	11	5250-8390	9190-14620	
Blacksmith	1	5250-8390	9190-14620	
Carpenter	1	5250-8390	9190-14620	
Turner	1	5250-8390	9190-14620	
Electrician	12	5250-8390	9190-14620	
Machinist	1	5250-8390	9190-14620	
Farm Mechanic	1	5250-8390	9190-14620	
Borer	9	4750-7820	8960-13210	
Workshop Attender	1	4630-7000	8730-12550	
Lascar	7	4510-6230	8500-12220	
Farm Information Bureau				
Principal Information Officer	1	16650-23200	36140-46640	
Deputy Director of Agriculture	1	13610-20700	24040-36140	
Assistant Director of Agriculture	1	12250-19800	21240-34500	
Editor -cum- Press Relations Officer	1	12250-19800	21240-34500	
Technical Assistant	1	12250-19800	21240-34500	
Agricultural Officer	5	11070-18450	20740-33680	
Videographer	1	10790-18000	18740-31360	
Photographer	1	8390-13270	14620-23480	
Photo Artist	3	7480-11910	13210-20740	
Village Level Worker (Agricultural Assistant)	1	6080-9830	10480-17420	
Agricultural Assistant	1	6080-9830	10480-17420	
Animal Husbandry				
Campaign Officer	1	12250-19800	21240-34500	
Information Officer	1	12250-19800	21240-34500	
Publication Officer	1	12250-19800	21240-34500	
Editor Farm News	1	12250-19800	21240-34500	
Miscellaneous				
Artist	2	7480-11910	13210-20740	
Pharmacist	1	6680-10790	11620-18740	
Surveyor	1	6080-9830	10480-17420	
Compositor	1	6680-10790	11620-18740	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Boat Driver Gr. I	2	6080-9830	10480-17420	
Boat Syrang	2	6080-9830	10480-17420	
Boat Driver Gr. II	3	5250-8390	9190-14620	
Permanent Servant	27	4510-6230	8500-12220	
Regular Mazdoor	2	4510-6230	8500-12220	
Beetle Picker	1	4510-6230	8500-12220	
Mali	7	4510-6230	8500-12220	
Ploughman	2	4510-6230	8500-12220	
Common Category				
Accounts Officer	20	12250-19800	21240-34500	
Administrative Assistant	16	12250-19800	22360-35320	
Senior Superintendent	14	10790-18000	18740-31360	
Junior Superintendent	134	9190-15510	16180-27140	
Confidential Assistant Sr. Gr.	11	9190-15510	16180-27140	
Fair Copy Superintendent	11	9190-15510	16180-27140	
Head Clerk	33	8390-13270	14620-23480	
Typist Sel. Gr.	28	8390-13270	14620-23480	Re-designated as Selection Grade Typist
Typist Sr. Gr.	28	7990-12930		
Confidential Assistant Gr. I	10	7990-12930	13900-22360	
UD Clerk	534	6680-10790	13210-20740	
UD Typist	59	6680-10790	13210-20740	
Driver Sr. Gr.	12	6680-10790	11620-18740	
Confidential Assistant Gr. II	11	6080-9830	10480-17420	
Driver Gr. I	47	6080-9830	10480-17420	
Driver-cum-Cinema Operator	1	6080-9830	10480-17420	
Driver-cum-Operator	4	6080-9830	10480-17420	
Cinema Operator	3	5650-8790	9940-15380	
LD Clerk	531	5250-8390	9940-15380	
Clerk-cum-Typist	6	5250-8390	9940-15380	
LD Typist	64	5250-8390	9940-15380	
Driver Gr. II	93	5250-8390	9190-14620	
Clerk-Typist	2	5250-8390	9940-15380	
Binder Gr. I	1	5250-8390	9190-14620	
Binder Gr. II	5	4750-7820	8960-13210	
Duplicating Machine Operator	53	4750-7820	8960-13210	
Daffedar	1	4750-7820	8960-13210	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Attender Gr. I	26	4750-7820	8960-13210	
Cleaner Gr. I	7	4630-7000	8730-12550	
Attender Gr. II	54	4630-7000	8730-12550	
Lab Attender	46	4630-7000	8730-12550	
Full Time Sweeper	1	4630-7000	8730-12550	
Lorry Cleaner Gr. I	1	4630-7000	8730-12550	
Class IV Employee Gr. I	97	4630-7000	8730-12550	
Tractor Cleaner Gr. I	15	4630-7000	8730-12550	
Watchman Gr. I	46	4630-7000	8730-12550	
Cleaner Gr. II	13	4510-6230	8500-12220	
Van Cleaner	4	4510-6230	8500-12220	
Gardner -cum- Cleaner	12	4510-6230	8500-12220	
Lorry Cleaner Gr. II	2	4510-6230	8500-12220	
Class IV Employee Gr. II	196	4510-6230	8500-12220	
Tractor Cleaner Gr. II	29	4510-6230	8500-12220	
Binder Helper	5	4510-6230	8500-12220	
Watchman Gr. II	91	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Vigilance Officer	1	20700-26600	36140-46640	
Senior Administrative Officer	1	20700-26600	36140-46640	
Senior Finance Officer	1	20700-26600	36140-46640	
Law Officer	1	20700-26600	36140-46640	
Deputy Director (Statistics)	1	13610-20700	29180-40640	
Assistant Director (Statistics)	1	12250-19800	21240-34500	
Research Officer	2	11070-18450	19240-32110	
Accounts Officer	1	10790-18000	18740-31360	
Statistical Officer	1	10790-18000	18740-31360	
Research Assistant	15	8390-13270	14620-23480	
Statistical Assistant/ Investigator Gr. I	7	6680-10790	13900-22360	
Statistical Assistant/ Investigator Gr. II	16	5250-8390	11620-18740	
Total	7740			

No. of Part-Time Contingent employees -539; No. of Casual/Contract/Daily waged employees -728;
No. of Women employees including Part-Time - 3520.

7.7. ANIMAL HUSBANDRY

- 7.7.1.** The major activities of the Animal Husbandry Department include service rendering activities and production oriented activities. Service activities are veterinary services, animal health care, disease eradication which include prevention and control of animal diseases, prevention, control and eradication of zoonotic diseases which are transmissible to human beings. Production oriented activities include promotion of livestock and poultry production. Various animal protection schemes are implemented by the Department through Veterinary Hospitals, Polyclinics, Dispensaries, I C D P centres and sub centres. 18 numbers of check posts in various districts have been set up for the vaccination of incoming and outgoing cattles. Altogether, about 2638 institutions are functioning under the Animal Husbandry Department.
- 7.7.2.** Director of Animal Husbandry is the Head of the Department. The District level activities are vested with the District Animal Husbandry Officers in the cadre of Joint Director.
- 7.7.3.** The Commission held discussion with the Head of the Department and the Service Organisations, makes the following recommendations:
- (i) The Director may be placed in the scale of pay corresponding to Rs.26600-33750.
 - (ii) The Additional Director and Director, Institute of Animal Health & Veterinary Biologicals, Palode may be placed in the revised scale of pay of Rs.42640-55240. The Registrar, Kerala Veterinary Council/ Additional Director (Planning) may be placed in the scale of pay corresponding to Rs.23200-31150.
 - (iii) The Joint Director/Principal Training Officer, Livestock Management Training Centre/District Animal Husbandry Officer/Chief Disease Investigation Officer/Standardization Officer may be placed in the scale of pay corresponding to Rs.20700-26600.
 - (iv) The Project Officer (Live Stock Disease Control)/Senior Research Officer and the State Live Stock Census Officer may be allowed the scale of pay corresponding to Rs.20700-26600.
 - (v) The Deputy Director may be allowed a higher grade on Rs.16650-23200 in the ratio 2:1 between Deputy Director and Deputy Director (HG).
 - (vi) The time bound higher grade scales of Veterinary Surgeons for 8 years and 15 years may be the scales of pay of promotion posts.
 - (vii) The ratio between Veterinary Surgeons and Senior Veterinary Surgeons may continue to be 3:1.
 - (viii) The scale of pay corresponding to Rs.4750-7820 may be allowed to Pump Operator/Plumber.

- (ix) 20% of the posts of Field Officer may be allowed Higher Grade in the scale of pay corresponding to Rs.11070-18450.
- (x) The post of Chick Sexer may be allowed the scale of pay corresponding to Rs.6080-9830.
- (xi) The scale of pay of Lab Assistant Gr. II may be equated to that of Lab Technician Gr. II.
- (xii) The Live Stock Inspector attached to ICDP may be granted Special Allowance of Rs.300/- per month.
- (xiii) The Live Stock Assistant attached to ICDP has to work on all days. Hence a special allowance of Rs.300/- p. m. may be allowed to them.

7.7.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	25400-33100	46640-58640	
Additional Director	2	23200-31150	42640-55240	
Director, Institute of Animal Health & Veterinary Biologicals, Palode (Additional Director)	1	23200-31150	42640-55240	
Registrar, Kerala Veterinary Council /Additional Director (Planning)	2	20700-26600	40640-54140	
Principal Training Officer, Livestock Management Training Centre/Joint Director /District Animal Husbandry Officer/Chief Disease Investigation Officer/Standardization Officer/Project Officer, Live Stock Disease Control/ State Live Stock Census Officer/Senior Research Officer	24	16650-23200	36140-46640	
Deputy Director /Project Officer, ICDP/Production Manager, Central Hatchery/Livestock Products Inspecting Officer /Research Officer, Institute of Animal Health and Veterinary Biologicals /Quality Control Officer/ Chief Veterinary Officer/Cattle Sterility Officer/State Epidemiologist Thiruvananthapuram.	59	13610-20700	24040-36140	$\frac{1}{3}$ rd of the posts may be allowed Higher Grade on Rs.29180-40640.

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Assistant Director /Senior Veterinary Surgeon/ Superintendent, Goat Farm/Superintendent, District Livestock Farm/Superintendent, Buffalo Breeding Farm/ Assistant Project Officer, RAIC/ Assistant Director, RPF/ Asst. Director (Planning)/Project officer, IPD Block/Disease Investigation Officer/Assistant Research Officer/Assistant Director, Fodder Development/ Lecturer, Extension Training Centre/Disease Surveillance Officer/Forest Veterinary Officer/Geneticist/Assistant Rinderpest Officer/Assistant Director, Cattle Sterility	384	12250-19800	21240-34500	
Plant Engineer/ Assistant Executive Engineer	1	12250-19800	21240-34500	$\frac{1}{3}$ rd of the posts will be placed in Higher Grade as in PWD
Assistant Engineer	2	11070-18450	20740-33680	
Veterinary Surgeon/ Toxicologist/ Scientific Assistant/Research Assistant, IAH & VB	1182	11070-18450	20740-33680	The ratio 3:1 between Veterinary Surgeons and Assistant Directors will continue
Chief Instructor	1	11070-18450	19240-32110	
Feed Analyst	1	11070-18450	19240-32110	
Labour Officer	1	10790-18000	18740-31360	
Senior Instructor	1	10790-18000	18740-31360	
Field Officer	107	10790-18000	18740-31360	20% will be in HG on Rs.19240-32110.
Chemist	2	10790-18000	18740-31360	
Laboratory Supervisor	1	10790-18000	18740-31360	
Junior Instructor	1	8390-13270	14620-23480	
Chick Sexing Expert	2	8390-13270	14620-23480	
Assistant Field Officer	580	8390-13270	14620-23480	
Livestock Inspector Gr. I	871	7480-11910	13210-20740	
Laboratory Technician Gr. I	2	7480-11910	13210-20740	
Incubation Technician	1	6680-10790	11620-18740	
Electrician-cum-Mechanic	2	6680-10790	11620-18740	
Refrigeration Mechanic	1	6680-10790	11620-18740	
X-Ray Technician	4	6680-10790	11620-18740	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Livestock Inspector Gr. II	1451	6080-9830	10480-17420	Ratio of 5:3:2 among Livestock Inspector Grade II, Livestock Inspector Grade I and Assistant Field Officer will continue.
Laboratory Technician Gr. II	80	6080-9830	10480-17420	
Laboratory Assistant Gr. II	3	5650-8790	10480-17420	
Chick Sexer	7	5650-8790	10480-17420	
Despatch Rider	1	4750-7820	8960-13210	
Pump Operator/Plumber	4	4630-7000	8960-13210	
Carpenter-cum-Mechanic	1	4630-7000	8730-12550	
Poultry Attendant/Servant	9	4630-7000	8730-12550	
Gardner Gr. I	1	4630-7000	8730-12550	
Carpenter-cum-Packer	1	4630-7000	8730-12550	
Common Category				
Administrative Assistant	16	12250-19800	22360-35320	
Accounts Officer	1	12250-19800	21240-34500	
Confidential Assistant Sel. Gr.	4	11070-18450	19240-32110	
Senior Superintendent	22	10790-18000	18740-31360	
Junior Superintendent	40	9190-15510	16180-27140	
Fair Copy Superintendent	2	9190-15510	16180-27140	
Confidential Assistant Sr. Gr.	4	9190-15510	16180-27140	
Head Clerk/Head Accountant	33	8390-13270	14620-23480	
Typist Sel. Gr.	24	8390-13270	14620-23480	Re-designated as Selection Grade Typist.
Typist Sr. Gr.	23	7990-12930		
Chief Operator	1	7480-11910	13210-20740	
U.D Clerk	213	6680-10790	13210-20740	
U.D Typist	66	6680-10790	13210-20740	
Cinema Operator-cum-Driver	3	6080-9830	10480-17420	
Confidential Assistant Gr. II	10	6080-9830	10480-17420	
Driver Gr. II	126	5250-8390	9190-14620	
L.D Clerk	214	5250-8390	9940-15380	
L.D Typist	66	5250-8390	9940-15380	
Boat Driver Gr. II	1	5250-8390	9190-14620	
Tractor Driver Gr. II	5	5250-8390	9190-14620	
Clerk Typist	55	5250-8390	9940-15380	
Stencil Operator/Duplicating Machine Operator	1	4750-7820	8960-13210	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Electrician	5	4630-7000	8730-12550	
Duffedar	1	4630-7000	8730-12550	
Binder Gr. II	1	4630-7000	8730-12550	
Lab Attender Gr. II	7	4630-7000	8730-12550	
Attender/Record Keeper	2	4630-7000	8730-12550	
Class IV Employee Gr. I	560	4630-7000	8730-12550	
Mechanic	1	4510-6230	8500-12220	
Class IV Employee Gr. II	1120	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Senior Administrative Officer	1	23200-31150	40640-54140	
Senior Finance Officer	1	20700-26600	36140-46640	
Joint Director (Statistics)	1	16650-23200	36140-46640	
Research Officer	3	11070-18450	19240-32110	
Research Assistant	2	8390-13270	14620-23480	
Statistical Assistant Gr. I	13	6680-10790	13900-22360	
Statistical Assistant Gr. II	4	5250-8390	11620-18740	
Agricultural Officer	4	11070-18450	20740-33680	
Total	7450			

No. of Part-Time Contingent employees - 1640; No. of Women employees including Part-Time - 2858.

7.8. ARCHAEOLOGY

- 7.8.1.** The Department of Archaeology is the Government agency for the excavation, renovation and preservation of historical, cultural and archaeological monuments and functions under the administrative control of the Cultural Affairs Department. Director is the Head of the Department.
- 7.8.2.** The Commission held discussion with the Head of the Department and the Service Organisations, makes the following recommendations:
- (i) The Director may be placed in the scale of pay corresponding to Rs.20700-26600.
 - (ii) Archaeological Chemist and Publication Officer on Rs.12250-19800 are isolated posts which can aspire only two time bound higher grades. On completion of 22 years, the present incumbents holding the above posts may be granted personal scales of pay corresponding to Rs.16650-23200.
 - (iii) The incumbent holding the post of Documentation Officer, Artist Superintendent, Education Officer and Research Officer on Rs.11070-

18450 may also be granted personal scale of pay corresponding to Rs.13610-20700, on completion of 22 years.

- (iv) The scale of pay of Museum Guide and Dark Room Assistant may be revised to the scale corresponding to Rs.6080-9830.
- (v) One post of Senior Superintendent may be upgraded as Administrative Assistant.

7.8.3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	16650-23200	36140-46640	
Conservation Officer	1	13610-20700	24040-36140	
Superintending Archaeologist	1	13610-20700	24040-36140	
Epigraphist	1	13610-20700	24040-36140	
Archaeological Chemist	1	12250-19800	21240-34500	
Publication Officer	1	12250-19800	21240-34500	
Documentation Officer	1	11070-18450	19240-32110	
Artist Superintendent	1	11070-18450	19240-32110	
Education Officer	1	11070-18450	19240-32110	
Research Officer	1	11070-18450	19240-32110	
Assistant Engineer	1	11070-18450	19240-32110	
Personal Assistant	1	10790-18000	18740-31360	
Excavation Assistant	1	10790-18000	18740-31360	
Epigraphy Assistant	1	10790-18000	18740-31360	
Curator	1	10790-18000	18740-31360	
Field Assistant	3	8790-13610	15380-24040	One post of Field Assistant will be re-designated as Superintendent, Padmanabhapuram Palace. The incumbent holding the post will be allowed personal scale of Rs.18740-31360.
Technical Assistant	2	8790-13610	15380-24040	
Assistant Editor	1	8390-13270	14620-23480	
Preservation Assistant	1	8390-13270	14620-23480	
Research Assistant	3	8390-13270	14620-23480	
Manager	1	8390-13270	14620-23480	
Artist	1	8390-13270	14620-23480	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Documentation Assistant	1	8390-13270	14620-23480	
Designer	1	8390-13270	14620-23480	
Foreman	1	7990-12930	13900-22360	
Museum Assistant	3	7480-11910	13210-20740	
Photographer	1	7480-11910	13210-20740	
Display Technician	2	7480-11910	13210-20740	
Gallery Supervisor	2	7480-11910	13210-20740	
Laboratory Assistant	1	6680-10790	11620-18740	
Estampage Maker	1	7480-11910	13210-20740	
Draftsman	1	6080-9830	10480-17420	
Museum Guide	9	5650-8790	10480-17420	
Dark Room Assistant	1	5650-8790	10480-17420	
Head Gardener	1	4750-7820	8960-13210	
Cook	1	4750-7820	8960-13210	
Ticket Attender	1	4750-7820	8960-13210	
Record Attender	1	4750-7820	8960-13210	
Helper/Moulder	3	4630-7000	8730-12550	
Specimen Collector	2	4630-7000	8730-12550	
Technical Helper	3	4630-7000	8730-12550	
Gallery Attender	4	4510-6230	8500-12220	
Duster	2	4510-6230	8500-12220	
Common Category				
Senior Superintendent	2	10790-18000	18740-31360	
Junior Superintendent	1	9190-15510	16180-27140	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	
U D Clerk	10	6680-10790	13210-20740	
LD Clerk	5	5250-8390	9940-15380	
U D .Typist	2	6680-10790	13210-20740	
L D .Typist	3	5250-8390	9940-15380	
LD Clerk Typist	6	5250-8390	9940-15380	
Driver Gr. I	2	5650-8790	9940-15380	
Driver Gr. II	2	5250-8390	9190-14620	
Mechanic	1	4750-7820	8960-13210	
Electrician	1	4750-7820	8960-13210	
Gardener	20	4630-7000	8730-12550	
Class IV Employee Gr. II	26	4510-6230	8500-12220	
Watcher	10	4510-6230	8500-12220	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Watcher-cum-Gardener	1	4510-6230	8500-12220	
Waiter	1	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Sub Inspector of Police (Security Officer)	1	9190-15510	16980-29180	
Police Constable/Head Constable (Security Guard)	32	6080-9830/ 7480-11910	10480-17420/ 13900-22360	
Total	196			

No. of Part-Time Contingent employees - 58; No. of Casual/Contract/Daily Waged employees - 112;
No. of Women employees including Part-Time – 74.

7.9. AYURVEDA MEDICAL EDUCATION

- 7.9.1.** The Ayurveda Medical Education was brought under a separate Directorate vide G.O (Ms) No.288/2000/H & FWD dated 3.11.2000. Before establishing the Directorate, the Government Ayurveda Colleges viz. Govt. Ayurveda College Thiruvananthapuram, Thripunithura and Kannur were functioning as three separate Departments under the control of the respective Principals. Apart from the Government Colleges, two Aided Ayurveda Medical Colleges, one at Ollur and the other at Kottakkal are currently functioning under the Directorate of Ayurveda Medical Education. The Director is the Head of Department.
- 7.9.2.** The Commission after having discussion with the Service Organisations and the Head of the Department, makes the following recommendations:
- (i) The post of Director, Ayurveda Medical Education may be placed in the scale of pay corresponding to Rs.26600-33750.
 - (ii) Consequent on implementation of AICTE schemes in Ayurveda Medical Education Department, the teaching posts except Lecturer have been covered under AICTE scales. Hence normal revision is allowed to the post of Lecturer. The posts of Senior Research Officer (Chemistry) and Senior Research Officer (Botany) may be allowed the revised scale of pay Rs.32110-44640.
 - (iii) The scale of pay of the post of Store Superintendent may be upgraded corresponding to Rs.9190-15510 on par with Pharmacist Store Keeper in the ISM Department.
 - (iv) One post of Store Superintendent may be created in the Govt. Ayurveda Medical College Kannur, as the demand of the Director, Ayurveda Medical Education seems to be genuine on administrative ground.

- (v) The post of Nursing Superintendent Gr. II may be allowed the scale of pay corresponding to Rs.9190-15510, equating with the scale of pay of their counterparts in the ISM Department.
- (vi) A new grade (Grade I) may be allowed to the post of Lab Technicians in the scale of pay corresponding to Rs.7990-12930 as available in the Health Services and Medical Education Department in the ratio 1:1.
- (vii) The post of Masseur (Ayurveda Therapist) may be allowed Higher Grade in the scale of pay corresponding to Rs.6080-9830 in the ratio 3:1.
- (viii) The post of Electrician may be placed in the scale of pay corresponding to Rs.5650-8790 on par with their counterparts in the Medical Education Department.
- (ix) 20% Grade I promotion may be introduced to the posts of Lab Attender/Nursing Assistant taking the strength of both the posts together, as being enjoyed by Pharmacy Attender.

7.9.3. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing scale of pay	Proposed Scale of pay	Remarks
Director of Ayurveda Medical Education	1	25400-33100 + One Advance Increment	46640-58640	
Principal-cum-Project Officer/Principal	3	AICTE	AICTE	
Professor/Editor (In the cadre of Professor)	43	AICTE	AICTE	
Reader/Associate Professor	48	AICTE	AICTE	
Senior Lecturer/Assistant Professor	11	AICTE	AICTE	
Superintendent, Maternity Hospital	1	13610-20700	24040-36140	
Chief Medical Officer	2	12930-20250	22360-35320	
Lecturer	44	12930-20250	22360-35320	
Senior Medical Officer/Research Officer/Deputy Manager(ISM)	1	12250-19800	21240-34500	
Scientific Officer	1	12250-19800	21240-34500	
Demonstrator/RMO/Medical Officer		11070-18450	20740-33680	
Scientific Assistant	2	11070-18450	19240-32110	
Administrative Officer	1	12250-19800	21240-34500	
Lay Secretary & Treasurer	4	10790-18000	18740-31360	

Designation	No. of posts	Existing scale of pay	Proposed Scale of pay	Remarks
Nursing Superintendent Gr. I	1	10790-18000	18740-31360	
Junior Scientific Officer	1	10790-18000	18740-31360	
Medical Officer (Store)	1	9190-15510	16180-27140	
Store Officer	3	9190-15510	16180-27140	
Head Nurse (Allopathy)	1	9190-15510	16180-27140	
Technician (Bhasma & Sindhura)	1	9190-15510	16180-27140	
Nursing Superintendent Gr. II	5	8390-13270	16180-27140	
Technician (Pharmacy)	1	8390-13270	14620-23480	
Store Superintendent	2	8390-13270	16180-27140	
Herpetologist	1	8390-13270	14620-23480	
Lady Health Inspector	1	7990-12930	13900-22360	
Technician (X-Ray)	1	7990-12930	13900-22360	
Lab Technician Gr. I	6	7990-12930	13900-22360	
Nurse Gr. I	32	7480-11910	13210-20740	Ratio between Gr. I and Gr. II will be 1:2
Staff Nurse (Allopathy)	4	7480-11910	13210-20740	
Pharmacist Gr. I	8	7480-11910	13210-20740	Ratio between Gr. I and Gr. II will be 1:2
Technician (Electrical)	1	7480-11910	13210-20740	
Technician (Other Category) (Mechanical)	1	7480-11910	13210-20740	
Technician (Dravyaguna)	1	7480-11910	13210-20740	
Foreman (Power Laundry)	1	6680-10790	11620-18740	
Junior Health Inspector	1	6680-10790	11620-18740	
Junior Public Health Nurse	1	6680-10790	11620-18740	
Lab Technician Gr. II	18	6680-10790	11620-18740	Higher Grade in the ratio of 1:1 on Rs.13900-22360.
Technician (Netra)	1	6680-10790	11620-18740	
Nurse Gr. II	50	6080-9830	10480-17420	Ratio between Gr. I and Gr. II will be 1:2
Pharmacist Gr. II	18	6080-9830	10480-17420	Ratio between Gr. I and Gr. II will be 1:2
Lab Assistant		6080-9830	10480-17420	
Panchakarma Assistant	10	6080-9830	10480-17420	
Technical Assistant (Visha)	1	5650-8790	9940-15380	
Technical Assistant (X-Ray)	2	5650-8790	9940-15380	
Technical Assistant (Ayurveda)	6	5650-8790	9940-15380	
Herbarium Keeper	1	5650-8790	9940-15380	

Designation	No. of posts	Existing scale of pay	Proposed Scale of pay	Remarks
Ayurveda Therapist	26	5650-8790	9940-15380	HG on Rs.10480-17420 in the ratio 3:1.
Library Assistant	1	5250-8390	9190-14620	
Garden Superintendent	1	5250-8390	9190-14620	
Record Keeper	1	5250-8390	9190-14620	
Scribe	2	5250-8390	9190-14620	
Electrician	3	5250-8390	9190-14620	
Technician (Swasthavrittha)	1	5250-8390	9190-14620	
Gardener Gr. I	3	5250-8390	9190-14620	
Technician (Nature Cure)	1	5250-8390	9190-14620	
Record Assistant	1	4750-7820	8960-13210	
Theatre Assistant	3	4750-7820	8960-13210	
Lab Attender Gr. I	4	4750-7820	8960-13210	
Pharmacy Attender Gr. I	10	4750-7820	8960-13210	
Nursing Assistant Gr. I	6	4750-7820	8960-13210	
Pharmacy Attender Gr. II	42	4630-7000	8730-12550	20% of the total posts will be in Gr. I
Nursing Assistant Gr. II / Lab Attender Gr. II / Power Laundry Attender	60+ 25+1	4630-7000	8730-12550	20% of the post of Lab Attender and Nursing Assistant taken together will be in Gr. I on Rs.8960-13210.
Hospital Attendent/Specimen Collector/Gardener/Dravya Attender/Head Warden	1+ 2+ 23+ 3+1	4630-7000	8730-12550	
Posts on Consolidated pay				
Yoga Instructor	3	2000 +DA	3480 + DA	
Drugs Standardisation Unit				
Senior Research Officer(Chemistry)	1	16650-23200	32110-44640	
Research Officer (Chemistry/ Bio Chemistry/Botany)	3	12930-20250	22360-35320	
Research Officer (Ayurveda)	1	12930-20250	22360-35320	
Assistant Research Officer (Pharmacology/Chemistry/ Pharmacognosy/Botany)	3	11910-19350	20740-33680	
Research Assistant(Micro Biology)	1	11070-18450	19240-32110	
Research Assistant (Ayurveda)	1	11070-18450	19240-32110	
Research Assistant (Chemistry)	4	11070-18450	19240-32110	
Lab Technician (DSU)	3	8390-13270	14620-23480	

Designation	No. of posts	Existing scale of pay	Proposed Scale of pay	Remarks
Lab Attender	29	4630-7000	8730-12550	
Pharmacognosy Unit				
Senior Research Officer (Botany)	1	16650-23200	32110-44640	
Research Officer(Botany)	1	12930-20250	22360-35320	
Farm Superintendent (HG)	1	12250-19800	21240-34500	
Assistant Research Officer (Ayurveda)	1	11910-19350	20740-33680	
Farm Superintendent	1	11910-19350	20740-33680	
Assistant to Pharmacognosy Officer	1	11070-18450	19240-32110	
Common Category				
Accounts Officer	1	12250-19800	21240-34500	
Manager/ Senior Superintendent	2+1	10790-18000	18740-31360	
Junior Superintendent/ Store Officer	4	9190-15510	16180-27140	
Head Clerk	8	8390-13270	14620-23480	
Selection Grade Typist	1	8390-13270	14620-23480	Re-designated as Selection Grade Typist.
Senior Grade Typist	2	7990-12930		
U.D. Clerk	33	6680-10790	13210-20740	
U.D. Typist	4	6680-10790	13210-20740	
Sergeant	1	6680-10790	11620-18740	
L.D. Clerk	15	5250-8390	9940-15380	
L.D. Typist	4	5250-8390	9940-15380	
Driver	9	5250-8390	9190-14620	
Lift Operator	3	5250-8390	9190-14620	
Attender Gr. I	4	4750-7820	8960-13210	
Library Attender	1	4630-7000	8730-12550	
Attender Gr. II	21	4630-7000	8730-12550	
Class IV Employee Gr. II	55	4510-6230	8500-12220	
Sanitation worker	60	4510-6230	8500-12220	
Gate Keeper	2	4510-6230	8500-12220	
Van Cleaner-cum-Conductor	2	4510-6230	8500-12220	
Dhobi	10	4510-6230	8500-12220	
Mess Attender	11	4510-6230	8500-12220	
Cook	20	4510-6230	8500-12220	
Male servant	1	4510-6230	8500-12220	
Female servant	1	4510-6230	8500-12220	

Designation	No. of posts	Existing scale of pay	Proposed Scale of pay	Remarks
Watcher	25	4510-6230	8500-12220	
Scavenger	1	4510-6230	8500-12220	
Kitchen Assistant	2	4510-6230	8500-12220	
Female Attender	1	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Professor in Sanskrit Gr. I (Non Cadre)	1	AICTE	AICTE	
Civil Surgeon	1	16650-23200	36140-46640	
Administrative Officer	2	12930-20250	22360-35320	
Lecturer in Physical Education	2	UGC	UGC	
Lecturer in Sanskrit	6	UGC	UGC	
Lady Medical Officer	1	11910-19350	24040-36140	
Assistant Surgeon	6	11910-19350	24040-36140	
Pharmacist Gr. II (Allopathy)	1	6680-10790	11620-18740	
Total	919			

No. of Part-Time Contingent employees - 16; No. of Women employees including Part-Time - 455;

7.10. CHEMICAL EXAMINER'S LABORATORY

7.10.1. Chemical Examiner's Laboratory is a scientific Department functioning under the administrative control of the Home Department. This Department helps the judiciary in the prosecution of crimes involving Chemico-legal aspects. The Chief Chemical Examiner is the Head of the Department and he is assisted by two Joint Chemical Examiners in the Headquarters. The Regional Chemical Laboratories at Ernakulam and Kozhikode are controlled by Joint Chemical Examiners.

7.10.2. After considering the relevant factors, the Commission makes the following recommendations:

- (i) The Chief Chemical Examiner may be allowed the revised scale of pay of Rs.42640-55240.
- (ii) The Joint Chemical Examiner may be allowed the scale of pay corresponding to Rs.23200-31150.
- (iii) 20% of the Lab Assistants whose qualification is +2 with 2 years experience in Government Laboratory (for direct recruitment) may be given a higher grade in the scale of pay corresponding to Rs.6680-10790.

7.10.3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Chief Chemical Examiner	1	23200-31150	42640-55240	
Joint Chemical Examiner	4	20700-26600	40640-54140	
Assistant Chemical Examiner (HG)	6	12930-20250	22360-35320	The existing HG ratio 1:2 will continue.
Assistant Chemical Examiner	12	12250-19800	21240-34500	
Junior Scientific Officer	32	11070-18450	19240-32110	
Serological Assistant	3	7990-12930	13900-22360	20% of the post of technical Assistant / Serological Assistant taken together will be in HG in the scale of pay of Rs.16180-27140.
Technical Assistant	22	7990-12930	13900-22360	
Glass Blower	3	6680-10790	11620-18740	
Laboratory Assistant	34	5250-8390	9190-14620	20 % of the Lab Assistants under direct recruitment may be in HG in scale of pay Rs.11620-18740.
Junior Laboratory Assistant	5	4630-7000	8730-12550	
Common Category				
Packer	1	4630-7000	8730-12550	
Lascar	9	4510-6230	8500-12220	
Night Watcher	3	4510-6230	8500-12220	
Bottle Cleaner	21	4510-6230	8500-12220	
Senior Superintendent	1	10790-18000	18740-31360	
Junior Superintendent	2	9190-15510	16180-27140	
Head Clerk/Head Accountant	1	8390-13270	14620-23480	
Confidential Assistant (Sr. Gr.)	1	9190-15510	16180-27140	
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	
UD Clerk	6	6680-10790	13210-20740	
LD Clerk / LD Store Keeper	6	5250-8390	9940-15380	
Clerk-Typist	1	5250-8390	9940-15380	
Typist (Sel. Gr.)	1	8390-13270	14620-23480	
UD Typist	3	6680-10790	13210-20740	
LD Typist	3	5250-8390	9940-15380	
Driver Gr. II	1	5250-8390	9190-14620	
Class IV Employee Gr. II	8	4510-6230	8500-12220	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Posts held by personnel of other Departments				
Administrative Officer	1	12930-20250	22360-35320	
Finance Officer	1	12930-20250	22360-35320	
Total	194			

No. of Part-Time Contingent employees - 10; No. of Women employees including Part-Time - 60.

7.11. CIVIL SUPPLIES

- 7.11.1.** The Department of Civil Supplies is entrusted with the implementation and monitoring of Public Distribution System (PDS) in the State. The existing PDS in the State came into existence with effect from 1-7-1966 with the implementation of Kerala Rationing Order 1966.
- 7.11.2.** The Department functioned formerly as a part of the Board of Revenue. After the formation as a separate Department, it functions under the control of the Director, drafted from IAS cadre.
- 7.11.3.** The Commission held discussion with the Service Associations and the Director. Accordingly, the following recommendations are made:
- (i) The Controller of Rationing may be placed in the corresponding revised scale of pay of Rs.23200-31150.
 - (ii) The Deputy Controller of Rationing /Vigilance Officer may be placed in the revised scale of pay of Rs.32110-44640.
 - (iii) The District Supply Officers may be given higher grade in the ratio 3:1 in the scale of pay corresponding to Rs.16650-23200.
 - (iv) The question of restoration of the post of Controller of Rationing (Enforcement) which was abolished in 2002 may be considered by the Government, in view of the restoration of the licensing system.
 - (v) Government may consider allowing either the benefit of pension or suitable compensation to Presidents, District Consumer Protection Forum.
 - (vi) Normal revision is recommended to all other categories.
- 7.11.4.** The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Director	1			IAS
Controller of Rationing	1	20700-26600	40640-54140	
Deputy Controller of	3	16650-23200	32110-44640	

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Rationing/Vigilance Officer				
Accounts Officer		12930-20250	22360-35320	
Dist. Supply Officer/Asst. Secretary	18	12930-20250	22360-35320	25% post will be in the HG on 29180-40640
Taluk Supply Officer/City Rationing Officer (HG)	20	11910-19350	20740-33680	
Taluk Supply Officer/City Rationing Officer	87	10790-18000	18740-31360	Existing HG(20%) will continue
Assistant Taluk Supply Officer/Manager	118	9190-15510	16180-27140	
Rationing Inspector	347	8390-13270	14620-23480	
Common Category				
Senior Superintendent		10790-18000	18740-31360	
Junior Superintendent		9190-15510	16180-27140	
Head Clerk		8390-13270	14620-23480	
Head Accountant		8390-13270	14620-23480	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Confidential Assistant	52	6080-9830	10480-17420	
UD Clerk	331	6680-10790	13210-20740	
LD Clerk	331	5250-8390	9940-15380	
Typist Sr. Grade	19	7990-12930	14620-23480	Re-designated as Sel. Gr. Typist.
U D Typist	38	6680-10790	13210-20740	
L D Typist	39	5250-8390	9940-15380	
Driver	91	5250-8390	9190-14620	
Attender	15	4630-7000	8730-12550	
Class IV Employee Gr. II	216	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Chief Accounts Officer	1	20700-26600	36140-46640	
Finance Officer	1	12930-20250	22360-35320	
Law Officer	1	12930-20250	22360-35320	
Statistical Officer	1	10790-18000	18740-31360	
Total	1732			

No. of Part-Time Contingent employees- 60; No. of Casual/Contract/Daily Waged employees - 18; No. of Women employees including Part-Time – 907.

7.12. COMMERCIAL TAXES

7.12.1. Consequent on the abolition of the Board of Revenue, the Agricultural Income Tax & Sales Tax Department was re-named as Department of Commercial

Taxes vide G.O. (Ms) No.167/98/TD dated 22.12.1998. Accordingly, the Special Rules for the Kerala Agricultural Income Tax & Sales Tax Services issued under notification vide G.O. (P) No.641/60/Public (Rules) Department dated 3rd October 1960 which was amended and the Commercial Taxes Service Amendment Rules, 2005 was issued as notification vide G.O. (P) No.1/2005/TD dated 1.1.2005. The organisation of the Commercial Taxes Department comprises five wings viz: Assessment Wing, Intelligence Wing, Appellate Wing, Legal Wing and Internal Audit Wing. The Head of the Department is the Commissioner drawn from IAS cadre.

7.12.2. The Commission held discussion with various Service Organizations of the Department (General Service Organisation as well), the Head of the Department and makes the following recommendations:

- (i) The post of Deputy Commissioner (HG) may be placed in the revised scale of pay of Rs.42640-55240 and Deputy Commissioner in the scale of pay corresponding to Rs.23200-31150.
- (ii) The existing ratio between Deputy Commissioner and Deputy Commissioner (HG) may be revised as 1:1.
- (iii) The existing ratio between Assistant Commissioner and Assistant Commissioner (HG) may be revised as 2:1.
- (iv) Normal revision may be allowed to all other categories.

7.12.3. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Commissioner	1			IAS
Joint Commissioner - I	1			IAS
Joint Commissioner	3	25400-33100	44640-56340	
Deputy Commissioner HG	7	23200-31150	42640-55240	Ratio revised to 1:1
Deputy Commissioner	28	20700-26600	40640-54140	
Asst. Commissioner HG	25	16650-23200	29180-40640	1/3 rd of posts will be in the HG
Asst. Commissioner	101	12930-20250	22360-35320	
Commercial Taxes Officer HG	111	11910-19350	20740-33680	
Commercial Taxes Officer/ Intelligence Officer/ Superintendent Taxes/Additional Law Officer/Assistant Secretary (STAT)/ Manager	442	10790-18000	18740-31360	20% of the posts in the HG will continue
Commercial Taxes Inspector / Assistant Commercial Tax Officer	981	9190-15510	16180-27140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
<i>Common Category</i>				
Confidential Assistant Sel. Gr.	18	11070-18450	19240-32110	
Confidential Assistant Sr. Gr.	18	9190-15510	16180-27140	
Confidential Assistant Gr. I	18	7990-12930	13900-22360	
Confidential Assistant Gr. II	19	6680-10790	11620-18740	
Head Clerk	52	8390-13270	14620-23480	
Fair Copy Superintendent	2	9190-15510	16180-27140	
Typist Sel. Grade	67	8390-13270	14620-23480	
Typist Sr. Grade	68	7990-12930		
UD Typist	136	6680-10790	13210-20740	
LD Typist	136	5250-8390	9940-15380	
UD Clerk	635	6680-10790	13210-20740	
LD Clerk	635	5250-8390	9940-15380	
Clerical Attender	214	4630-7000	8730-12550	
Driver Sr. Grade	26	6680-10790	11620-18740	
Driver Grade I	52	6080-9830	10480-17420	
Driver Grade II	52	5250-8390	9190-14620	
Class IV Employee Gr. II	757	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Finance Officer	1	12930-20250	22360-35320	
Statistical Officer	1	10790-18000	18740-31360	
Senior Research Assistant	1	10790-18000	18740-31360	
Research Assistant	1	8390-13270	14620-23480	
Junior Statistical Inspector	1	6680-10790	11620-18740	
Total	4610			

No. of Part-Time Contingent employees- 145; No. of Casual/Contract/Daily waged employees- 107;
No. of Women employees including Part-Time- 1863.

7.13. CO-OPERATION

- 7.13.1.** After the formation of Kerala State, the Department of Co-operation was reconstituted in 1958, by integrating the staff of Co-operative Department allotted from erstwhile Travancore – Cochin and Madras States. The Department was reorganized in 1968 and 1981. This Department is concerned with the administrative control of all Co-operative institutions in the Co-operative sector except Industrial Co-operatives, Coir Co-operatives, Dairy Co-operatives and Fisheries Co-operatives in the State. The Head of the Department is the Registrar of Co-operative Societies. The post is held by an officer drawn from I A S cadre.

7.13.2. Government have reorganized the Audit system of Co-operative Department in the year 2008 and appointed an I.A.S Officer as Director of Co-operative Audit under the control of Registrar of Co-operative Societies. Government have also created 13 new posts vide G.O. (Ms) No.126/08/Co-op. dated 27/5/2008. In addition, an IPS officer has been appointed as Vigilance Officer.

7.13.3. The Commission held discussion with the Registrar of Co-operative Societies. The representatives of various Service Organisations have also appeared before the Commission and argued their case. Accordingly, the following recommendations are made:

- (i) The scale of pay of the Junior Inspector/Auditor may be enhanced to the scale of pay corresponding to Rs.8390-13270.
- (ii) Senior Inspector/Auditor may continue in the existing scale of pay of Rs.9190-15510. The ratio of 1:1 between Senior Inspector/Auditor and Junior Inspector/Auditor for promotion may be continued. 15% of the posts of Senior Co-operative Inspector/Auditor may be placed in the Special Grade Inspector/Auditor in the scale of pay corresponding to Rs.9590- 16650.
- (iii) The existing scale of pay of Assistant Registrar/Assistant Director in the scale of pay corresponding to Rs.11070-18450 may be continued. However, 25% of the posts of the Assistant Registrars/Assistant Directors may be placed in the higher grade corresponding to the scale of pay of Rs.11910-19350.
- (iv) The posts of Deputy Registrar/Deputy Director and its higher grade may be merged together and placed in the scale of pay corresponding to Rs.13610-20700.
- (v) The Joint Registrar/Joint Director may be placed in the scale of pay corresponding to Rs.20700-26600.
- (vi) Additional Registrar/Additional Director may be placed in the scale of pay corresponding to Rs.23200-31150.

7.13.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
REGISTRAR'S OFFICE AND GENERAL WING				
Registrar of Co-operative Societies	1	IAS		
Additional Registrar	10	20700-26600	40640-54140	
Joint Registrar	26	16650-23200	36140-46640	
Deputy Registrar (HG)	42	13610-20700	24040-36140	
Deputy Registrar		12250-19800		

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Assistant Registrar	166	11070-18450	19240-32110	25% of the posts will be in the HG on Rs. 20740-33680
Personal Assistant to the Registrar of Co-operative Societies	1	11070-18450	19240-32110	
Editor Cum Press Relation Officer	1	11070-18450	19240-32110	
Senior Inspector	366	9190-15510	16180-27140	15% of the posts will be in the Special Grade on Rs.16980-29180.
Junior Inspector	471	7990-12930	14620-23480	Existing 1:1 ratio between Senior Inspector & Junior Inspector will continue
Common Category				
Fair Copy Superintendent	3	9190-15510	16180-27140	
Selection Grade Typist	20	8390-13270	14620-23480	
Senior Grade Typist	20	7990-12930		
U.D Typist	41	6680-10790	13210-20740	
L.D. Typist	38	5250-8390	9940-15380	
U.D. Clerk	91	6680-10790	13210-20740	
L.D. Clerk	89	5250-8390	9940-15380	
Confidential Assistant Sel. Gr.	2	11070-18450	19240-32110	
Confidential Assistant Sr. Gr.	3	9190-15510	16180-27140	
Confidential Assistant Gr. I	2	7990-12930	13900-22360	
Confidential Assistant Gr. II	3	6080-9830	10480-17420	
Binder	1	4750-7820	8960-13210	
Driver	29	5250-8390	9190-14620	
Night watchman	10	4510-6230	8500-12220	
Class IV Employee Gr. II	195	4510-6230	8500-12220	
Full time Sweeper	1	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Law Officer	1	20700-26600	36140-46640	
Senior Finance Officer	1	20700-26600	36140-46640	
Research Officer	1	11070-18450	19240-32110	
Junior Statistical Inspector	5	6680-10790	13900-22360	
AUDIT WING				
Director of Co-operative Audit	1	IAS		
Additional Director of Co-operative Audit	1	20700-26600	40640-54140	
Joint Director of Co-operative Audit	35	16650-23200	36140-46640	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Deputy Director of Co-operative Audit (HG)	6	13610-20700	24040-36140	
Deputy Director of Co-operative Audit		12250-19800		
Assistant Director	176	11070-18450	19240-32110	25% of the posts will be in the HG on Rs.20740-33680.
Personal Assistant	1	11070-18450	19240-32110	
Senior Auditor	685	9190-15510	16180-27140	15% of the posts will be in the Special Grade on Rs.16980-29180.
Junior Auditor	915	7990-12930	14620-23480	Existing 1:1 ratio promotion between Sr. Auditor & Junior Auditor will continue
Common Category				
U.D. Clerk	7	6680-10790	13210-20740	
L.D. Clerk	9	5250-8390	9940-15380	
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
Selection Grade Typist	2	8390-13270	14620-23480	Re-designated as Sel. Gr. Typist.
Senior Grade Typist	2	7990-12930		
U.D. Typist	4	6680-10790	13210-20740	
L.D Typist	6	5250-8390	9940-15380	
Data Entry Operator	2	6680-10790	11620-18740	
Night Watchman	1	4510-6230	8500-12220	
Class IV Employee Gr. II	85	4510-6230	8500-12220	
CO-OPERATIVE VIGILANCE				
Joint Registrar	1	16650-23200	36140-46640	
Deputy Registrar	3	12250-19800	24040-36140	
Senior Co-operative Inspector	5	9190-15510	16180-27140	
Common Category				
Class IV Employee Gr. II	5	4510-6230	8500-12220	
Posts held by personnel of Police Department				
Deputy Inspector General of Police	1	IPS		
Deputy Superintendent of Police	3	12930-20250	24040-36140	
Circle Inspector of Police	3	10790-18000	20740-33680	
Police Constable	12	6080-9830	10480-17420	
CO-OPERATIVE ELECTION COMMISSION				
Additional Registrar	1	20700-26600	40640-54140	
Senior Co-operative Inspector	1	9190-15510	16180-27140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
<i>Common Category</i>				
L.D. Clerk	2	5250-8390	9940-15380	
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
Class IV Employee Gr. II	2	4510-6230	8500-12220	
<i>Post held by personnel of Law Secretariat</i>				
Election Commission/ Special Secretary	1	26600-33750	46640-58640	
CO-OPERATIVE ARBITRATION COURT				
Presiding Officer	1	Consolidated pay		
Assistant Registrar	1	11070-18450	19240-32110	
Senior Co-operative Inspector	1	9190-15510	16180-27140	
<i>Common Category</i>				
Confidential Assistant Grade I	1	7990-12930	13900-22360	
Class IV Employee Gr. II	2	4510-6230	8500-12220	
Total	3626			

No. of Part-Time Contingent employees - 60; No. of Women employees including Part-Time- 1229.

7.14. CULTURE

7.14.1. The Directorate of Cultural Publications formed in 1983 was converted as Directorate of Culture as per G.O (P)No.77/2005/CD dtd.25.08.2005. The present activities assigned to the Department are distribution of pension to indigent artists and to sanction recurring grants to the Cultural Organisations and disbursement of pension to the retired employees of Cultural Institutions. The Director is the Head of the Department.

7.14.2. The Commission held discussion with the Head of the Department and recommends as follows:

- (i) The Commission is of the opinion that, for the efficient functioning of the Department, the Department may be re-structured in such a way to head it by an eminent cultural personality. Draft Special Rules may be framed in such a way to achieve the above objective at the earliest.
- (ii) Director may be placed in the scale of pay corresponding to Rs.23200-31150.
- (iii) For the effective supervision and functioning of the Directorate, the existing posts of Junior Superintendent and Head Clerk may be upgraded as Senior Superintendent and Junior Superintendent respectively.

7.14.3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	20700-26600	40640-54140	
Administrative Officer/Accounts Officer	1	12930-20250	22360-35320	
Junior Superintendent	1	9190-15510	16180-27140	
Head Clerk	1	8390-13270	14620-23480	
U.D Typist	1	6680-10790	13210-20740	
U. D Clerk	3	6680-10790	13210-20740	
L.D Typist	1	5250-8390	9940-15380	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	
L. D Clerk	3	5250-8390	9940-15380	
Driver Gr. II	1	5250-8390	9190-14620	
Class IV Employee Gr. II	3	4510-6230	8500-12220	
Total	17			

No. of Part-Time Contingent employees – 1, No. of Women employees including Part-Time – 3.

7.15. DAIRY DEVELOPMENT

7.15.1. The Dairy Development Department was formed in 1962, implements various schemes for the improvement of production of milk and development of dairy farming in the State.

7.15.2. The Director is the Head of the Department and the Registrar of Dairy Co-operative Societies. The charge of the State Registering Authority of Milk Chilling Plants is also held by the Director. Co-operation, Extension, Planning and Quality Control are the major technical wings in the Directorate of Dairy Development.

7.15.3. The Commission held discussion with the Service Organisations and the Head of the Department. Accordingly, the following recommendations are made:

- (i) The Director may be placed in the scales of pay corresponding to Rs.23200-31150 and Joint Director may be placed in the revised scale of Rs.32110-44640.
- (ii) The scale of pay of Subject Matter Specialist (Co-operation) may be placed in the scale of pay corresponding to Rs.12930-20250.
- (iii) The ratio of 1:4 between Senior Dairy Extension Officer/Assistant Director/other equated categories and Dairy Extension Officer is recommended on condition that the posts of Senior Dairy Extension Officer and Assistant Director/other equated categories are interchangeable.

(iv) The Dairy Farm Instructor and Dairy Farm Instructor (H.G.) may be placed in the scales of pay corresponding to Rs.7480-11910 and Rs.8390-13270 respectively. The ratio between Dairy Farm Instructor and Dairy Farm Instructor (HG) may be revised as 2:1.

(v) Normal revision is recommended to all other categories.

7.15.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	20700-26600	40640-54140	
Joint Director	2	16650-23200	32110-44640	
Deputy Director/Farm Superintendent/Principal	23	13610-20700	24040-36140	
Quality Control Officer	14	12250-19800	21240-34500	
Vice Principal	2	12250-19800	21240-34500	
S.M.S (Dairy)	2	12250-19800	21240-34500	
Assistant Director/Senior Dairy Extension Officer/ Technical Assistant	14	12250-19800	21240-34500	Posts of Assistant Director /Technical Assistant and Senior Dairy Extension Officer may be made interchangeable
Subject Matter Specialist (Co-operation)	5	12250-19800	22360-35320	
Dairy Extension Officer	176	11070-18450	19240-32110	Ratio between Senior Dairy Extension Officer/Assistant Director/other equated categories and Dairy Extension Officer may be 1:4
Dairy Farm Instructor (HG)	67	7990-12930	14620-23480	Existing ratio 3:1 between DFI and DFI(HG) may be revised as 2:1
Dairy Farm Instructor	202	6680-10790	13210-20740	
Lab Technician	13	6680-10790	11620-18740	
Agricultural Assistant	2	6080-9830	10480-17420	
Lab Assistant	7	5250-8390	9190-14620	
Common Category				
Administrative Assistant	1	12250-19800	22360-35320	
Senior Superintendent	20	10790-18000	18740-31360	
Junior Superintendent	6	9190-15510	16180-27140	
Head Clerk	14	8390-13270	14620-23480	
U.D Clerk	96	6680-10790	13210-20740	
L.D Clerk	97	5250-8390	9940-15380	
Confidential Assistant Sr. Gr.	1	9190-15510	16180-27140	
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Artist	1	5650-8790	9940-15380	
Clerk- Typist	3	5250-8390	9940-15380	
L.D Typist	12	5250-8390	9940-15380	
U.D Typist	12	6680-10790	13210-20740	
Typist Sr. Gr.	5	7990-12930	14620-23480	Re-designated as Sel. Gr. Typist.
Typist Sel. Gr.	5	8390-13270		
Fair Copy Superintendent	1	9190-15510	16180-27140	
Driver Gr. II	13	5250-8390	9190-14620	
Driver Gr. I	12	6080-9830	10480-17420	
Driver Sr. Gr.	6	6680-10790	11620-18740	
Cleaner	1	4510-6230	8500-12220	
Night Watcher	12	4510-6230	8500-12220	
Attender	4	4630-7000	8730-12550	
Clerical Attender	1	4630-7000	8730-12550	
Record Attender	1	4750-7820	8960-13210	
Pump Operator	1	4630-7000	8730-12550	
Duplicating Machine Operator	1	4750-7820	8960-13210	
Film Operator	9	4750-7820	8960-13210	
Class IV employee Gr. II	134	4510-6230	8500-12220	
Full Time Sweeper	3	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Administrative Officer	1	12930-20250	22360-35320	
Finance Officer	1	12930-20250	22360-35320	
Statistical Assistant Gr. I	2	6680-10790	13900-22360	
Total	1008			

No. of Part-Time contingent employees -52; No. of Casual, Contract/Daily waged employees -104; No. of women employees including Part-Time- 375.

7.16. DIRECTORATE OF PROSECUTION

7.16.1. The Directorate of Prosecution controls the functions of the Assistant Public Prosecutors. The Assistant Public Prosecutors play a key role in the Administration of Criminal Justice in the State. Director General of Prosecution is the Head of the Department and he is entrusted with the duty of assessing quality of work rendered by Deputy Director of Prosecution/Assistant Public Prosecutors. The administrative control of the Department is vested with the Home Department.

7.16.2. The Commission held discussion with the Head of the Department and the representatives of the Service Associations. The demands of the Associations

have been examined by the Commission and the following recommendations are made:

- (i) The Director of Prosecution (Administration) may be placed in the revised scale of Rs.42640-55240.
- (ii) The scale of pay of Deputy Director of Prosecution may be enhanced to the scale of pay corresponding to Rs.20700-26600. 1/5th of the posts of Deputy Directors may be placed in the higher grade in the scale of pay corresponding to Rs.23200-31150.
- (iii) 1/3rd of the posts of Assistant Public Prosecutors may be placed in Senior Grade in the scale of pay corresponding to Rs.13610-20700. The ratio among Assistant Public Prosecutor Grade-II, Grade-I and Senior Grade will be 1:1:1.
- (iv) The period of training (Six months) of Assistant Public Prosecutor may be counted for all service benefits.
- (v) Annual subscription for Kerala Law Times (KLT) (Rs.2000/-) may be sanctioned for the Office of the Deputy Director. Robe Allowance of Rs.3500/- may be sanctioned to the Director of Prosecution, Deputy Directors and Assistant Public Prosecutors once in two years.
- (vi) Telephone connection may be provided to Assistant Public Prosecutor's office.

7.16.3. The categories of posts with the existing and the proposed scales of pay are given below:-

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director General of Prosecution	1	Consolidated amount of Rs.30000		Contract appointment
Director of Prosecution	1	20700-26600	42640-55240	
Deputy Director of Prosecution and Senior Assistant Public Prosecutor	15	16650-23200	36140-46640	1/5 th of the posts are placed in the Higher Grade on Rs.40640-54140.
Assistant Public Prosecutor Gr. I	62	12250-19800	21240-34500	1/3 rd of the total posts may be placed in Senior Grade on Rs.24040-36140. The new ratio among Senior Grade, Grade-I and Grade-II will be 1:1:1.
Assistant Public Prosecutor Gr. II	63	11070-18450	19240-32110	
Common Category				
LD Clerk	1	5250-8390	9940-15380	
Class IV Employee Gr. II	2	4510-6230	8500-12220	
Confidential Assistant Gr. II	3	6080-9830	10480-17420	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Posts held by personnel of other Departments				
Section Officer	1	10790-18000	18740-31360	
Assistant (Sr. Gr.)	3	9190-15510	16180-27140	
Typist (Sel. Gr.)	1	8390-13270	14620-23480	Re-designated as Selection Grade Typist
Typist (Sr. Gr.)	1	7990-12930		
Total	154			

No. of Part-Time Contingent employees – 1; No. of Casual/Contract/Daily waged employees - 3;
No. of Women employees including Part-Time - 37.

7.17. DRUGS CONTROL

7.17.1. Drugs Control Department under the Health Ministry regulates the manufacture, distribution, sale and quality of drugs marketed in the State under the provisions of Drugs and Cosmetics Act, 1940 and the Rules 1945 and enforces other Laws of Drugs and Magic Remedies (Objectionable Advertisements) Act 1954, the Kerala Drugs and Other Stores (Unlawful Possession) Act 1971, the Drugs (Prices Control) Order 1995, the Kerala Poison Rules 1996 and NDPS Rules. The Department was formed in the year 1961. This regulatory agency is involved in the works of (i) Licensing (ii) Inspection and follow up action like suspension/cancellation of licenses (iii) Collection of random sample of drugs and cosmetics (iv) Analysis of drugs (v) Prosecutions against offenders of Law etc. The Drugs Controller is the Head of the Department.

7.17.2. The Commission held discussion with Head of the Department and various Service Organisations, heard their grievances in respect of scales of pay and promotional avenues. After careful consideration of all aspects, the Commission makes the following recommendations:

- (i) The post of Drugs Controller may be placed in the scale of pay corresponding to Rs.23200-31150.
- (ii) The post of Chief Government Analyst, Deputy Drugs Controller and Deputy Drugs Controller (Ayurveda) may be placed in the scale of pay corresponding to Rs.20700-26600.
- (iii) The post of Analyst in the testing wing may be re-designated as follows:

Analyst Grade III

Drug Analyst Grade III

Analyst Grade II

Drug Analyst Grade II

Analyst Grade I

Drug Analyst Grade I

Chief Government Analyst

Chief Government Drug Analyst

30% of the posts of Assistant Drug Controller (Allopathy) and Analyst Grade I may be placed in the scale of pay corresponding to Rs.16650-23200.

- (iv) The post of Lab Attender may be re-designated as Junior Laboratory Assistant in the scale of pay corresponding to Rs.4630-7000.
- (v) The post of Store Superintendent may be placed in the scale of pay corresponding to Rs.8390-13270.

7.17.3. Normal revision is recommended to all other posts.

7.17.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Drugs Controller	1	20700-26600	40640-54140	
Chief Govt. Analyst	1	16650-23200	36140-46640	Re-designated as Chief Govt. Drug Analyst
Deputy Drugs Controller	2	16650-23200	36140-46640	
Deputy Drugs Controller (Ayurveda)	1	16650-23200	36140-46640	
Assistant Drugs Controller (Allopathy)	7	12930-20250	22360-35320	30% posts of Assistant Drugs Controller (Allopathy) and Analyst Gr. I will be on HG in the scale of pay Rs.29180-40640.
Analyst Gr. I	3	12930-20250	22360-35320	Analyst Gr. I, Gr. II and Gr. III may be re-designated as Drug Analyst Gr. I, Gr. II and Gr. III respectively.
Regional Drugs Inspector	3	12250-19800	21240-34500	
Chief Inspector of Drugs, Intelligence Squad	1	12250-19800	21240-34500	
Senior Drugs Inspector	3	12250-19800	21240-34500	
Analyst Gr. II	9	12250-19800	21240-34500	
Drugs Inspector (Allopathy)	45	11070-18450	19240-32110	
Drugs Inspector, Special Intelligence Branch	1	11070-18450	19240-32110	
Drugs Inspector (Ayurveda)	3	11070-18450	19240-32110	
Analyst Gr. III	20	11070-18450	19240-32110	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Technical Assistant to Drugs Controller	1	11070-18450	19240-32110	
Law Officer	1	10790-18000	18740-31360	
Scientific Assistant	1	8390-13270	14620-23480	
Store Superintendent	1	7990-12930	14620-23480	
Legal Assistant	1	7480-11910	13210-20740	
Technical Assistant (Drugs Testing Laboratory)	8	7480-11910	13210-20740	
Media Maker	1	7480-11910	13210-20740	
Sample Warden	1	6680-10790	11620-18740	
Technician (Lower Division)	8	5650-8790	9940-15380	
Technical Store Keeper	1	5650-8790	9940-15380	
Record Attender	1	4630-7000	8730-12550	
Laboratory Attender	9	4630-7000	8730-12550	Re-designated as Junior Laboratory Assistant.
Animal Keeper	2	4510-6230	8500-12220	
Common Category				
Administrative Assistant	1	12250-19800	22360-35320	
Senior Superintendent	4	10790-18000	18740-31360	
Junior Superintendent	10	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Head Clerk	2	8390-13270	14620-23480	
Selection Grade Typist	4	8390-13270	14620-23480	
Senior Grade Typist	4	7990-12930		
U.D. Clerk	40	6680-10790	13210-20740	
Librarian	1	6680-10790	11620-18740	
U.D. Typist	8	6680-10790	13210-20740	
Senior Grade Driver	1	6680-10790	11620-18740	
Confidential Assistant	1	6080-9830	10480-17420	
Driver Gr. I	2	6080-9830	10480-17420	
U.D Compiler (Statistical Assistant)	1	5250-8390	11620-18740	
L.D Typist	11	5250-8390	9940-15380	
Driver Gr. II	4	5250-8390	9190-14620	
L.D Clerk	42	5250-8390	9940-15380	
Class IV Employee Gr. II	29	4510-6230	8500-12220	
Watcher	1	4510-6230	8500-12220	
Sanitation Worker	1	4510-6230	8500-12220	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Posts held by personnel of other Departments				
ASU Drugs Controller	1	AICTE	AICTE	
Total	314			

No. of Part time Contingent employees: 16; No. of Women employees: 110.

7.18. ECONOMICS AND STATISTICS

7.18.1. The Department of Economics and Statistics is the authority/nodal agency for collection, compilation, analysis and reporting of official statistics of the State. The Department conducts various field surveys and census as per the direction from the State Government and also from Central Government and plays a major role in planning various projects of both the Governments. The Department has been declared as the State Agricultural Statistics Authority (SASA) by the Central Government.

7.18.2. The Commission held discussion with various Service Organisations and the Head of the Department. Accordingly the following recommendations are made:

- (i) The posts of Additional Director may be placed in the revised scale of pay of Rs.42640-55240. Senior Joint Director and Joint Director may be placed in the scale of pay corresponding to Rs.23200-31150 and Rs.20700-26600 respectively.
- (ii) The scale of pay corresponding to Rs.16650-23200 may be allowed to the post of Deputy Director.
- (iii) The posts of Statistical Assistant Grade I/Statistical Investigator Grade I/Computer Operator Grade I/Junior Statistical Inspector may be placed in the scale of pay corresponding to Rs.7990-12930.
- (iv) The posts of Statistical Assistant Grade II/Statistical Investigator Grade II/Computer Operator Grade II may be placed in the scale of pay corresponding to Rs.6680-10790.

7.18.3. The Commission recommends normal revision to all other posts.

7.18.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	25400-33100	44640-56340	
Additional Director	3	23200-31150	42640-55240	
Senior Joint Director	2	20700-26600	40640-54140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Joint Director	7	16650-23200	36140-46640	
Deputy Director/ Nosologist	41	13610-20700	29180-40640	
Assistant Director	18	12250-19800	21240-34500	
District Officer/Regional Statistical Officer	18	12250-19800	21240-34500	
Research Officer	66	11070-18450	19240-32110	
Additional District Officer	34	11070-18450	19240-32110	
Scrutiny Officer	1	11070-18450	19240-32110	
Taluk Statistical Officer	65	10790-18000	18740-31360	
Senior Supervisor (Computer)	1	10790-18000	18740-31360	
Deputy Health Officer (Vital Statistics)	5	9190-15510	16180-27140	
Research Assistant/ Statistical Inspector/ Extension Officer (Planning & Monitoring)	420	8390-13270	14620-23480	The post of Price Inspector was re-designated as Statistical Inspector; vide G.O (Ms) 55/07/ plg. dated 29/12/07
Computer Supervisor	1	8390-13270	14620-23480	The post of Supervisor (MT) was re-designated as Computer Supervisor; vide G.O dated 29/12/07.
Statistical Assistant Gr. I/ Statistical Investigator Gr. I/ Computer Operator Gr. I/ Junior Statistical Inspector	792	6680-10790	13900-22360	Re-designated vide GO(MS) No. 55/07/Plg. Dated 29/12/2007
Statistical Assistant Gr. II/ Statistical Investigator Gr. II/ Computer Operator Gr. II	765	5250-8390	11620-18740	The existing ratio of 1:1 will be continued
Draftsman L.D	1	5650-8790	9940-15380	
Common Category				
Administrative Assistant	3	12250-19800	22360-35320	
Senior Superintendent	2	10790-18000	18740-31360	
Fair Copy Superintendent	3	9190-15510	16180-27140	
Selection Grade Typist	6	8390-13270	14620-23480	Re-designated as Sel. Gr. Typist.
Senior Grade Typist	10	7990-12930		
U.D Typist	16	6680-10790	13210-20740	
L.D Typist	17	5250-8390	9940-15380	
Confidential Assistant Sel. Gr.	1	11070-18450	19240-32110	
Confidential Assistant Sr. Gr.	1	9190-15510	16180-27140	
Confidential Assistant Gr. I	2	7990-12930	13900-22360	
Confidential Assistant Gr. II	2	6080-9830	10480-17420	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Driver Sr. Gr.	3	6680-10790	11620-18740	
Driver Gr. I	7	6080-9830	10480-17420	
Driver Gr. II	7	5250-8390	9190-14620	
Duffedar	1	4750-7820	8960-13210	
Class IV Employee Gr. II	83	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Senior Administrative Officer	1	20700-26600	36140-46640	
Total	2406			

No. of Part-Time Contingent employees- 65; No. of Casual/Contract/Daily Waged employees - 18;
No. of Women employees including Part-Time - 709.

7.19. EDUCATION

(a). COLLEGIATE EDUCATION

- 7.19(a).1.** The Department of Collegiate Education was set up in 1957 with 13 Arts and Science Colleges under its control. During 1972, by the introduction of direct payment system, the colleges managed by the private educational agencies were also brought under the control of the Collegiate Education Department. Later the administrative jurisdiction was extended to the Music Colleges, Arabic Colleges, Training Colleges, Physical Education Colleges and the Students Hostel attached to the Government Colleges.
- 7.19(a).2.** This Department is the Government agency to make arrangements for starting new Government Colleges, new courses in Government Colleges and to make arrangement for the payment of salary etc to the staff of the Private Colleges coming under the direct payment scheme. The Department looks after various developmental schemes such as conduct of the faculty improvement programmes for SC/ST students etc. The Department maintains the Provident Fund accounts of the Private College staff. Almost all the teaching staff except those in Music/Arabic Colleges are paid salary under the UGC scheme. The UGC pay scales which came into effect from 1.1.2006 has since been made applicable to the employees eligible to be covered under the scheme as per GO(P) No. 171/99/H.Edn dated 21-12-1999.
- 7.19(a).3.** The Director is the Head of the Department and Additional Director and Deputy Directors assist him in academic matters. The posts of Additional Director and Deputy Director are filled from the academic side and the scales of pay of the posts are as per the UGC scheme. Five zonal offices are functioning in the State under the control of Deputy Directors at Kollam, Kottayam, Ernakulam, Thrissur and Kozhikode. The following institutions are under the administrative control of the Department.

Institution	Government	Private	Total
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Arts & Science Colleges	39	150	189
Music Colleges	3	-	3
Arabic Colleges	-	11	11
Training Colleges	4	17	21
Physical Education College	1	-	1
Students Hostels	15	-	15
Total	62	178	240

7.19(a).4. The Commission held discussion with the representatives of various Service Organisations and the Head of the Department. Accordingly, the following recommendations are made:

- (i) It has been requested that UGC pay scale may be sanctioned to the Lectures of Music and Arabic Colleges. The teachers of Music in Arts and Science Colleges have been covered under UGC scale. The Music Colleges which are affiliated to Universities impart studies in Degree and P.G. Courses. But the Music Colleges have not been brought under UGC scheme. The Arabic Colleges (11 numbers) have also not been covered by the UGC scheme. The Commission recommends that the Government may consider the question of bringing Music and Arabic Colleges also under the UGC scheme. However, the post of Principal (Music College) may be placed in the corresponding scale of pay of Rs.23200-31150. The post of Principal (Arabic College) and Professor (Vocal, Veena, Mridhangam and Violin) may be placed in the scale of pay corresponding to Rs.20700-26600.
- (ii) The Commission recommends to allow the scale of pay corresponding to Rs.8390-13270 to the Technical Assistant (Computer Science) and Technical Assistant (Electronics).
- (iii) The Lab Attenders and Library Attenders may be placed in the scale of pay corresponding to Rs.4750-7820.
- (iv) The scale of pay of Gasman may be enhanced to the scale of pay corresponding to Rs.5250-8390.
- (v) The Commission recommends that one post of Library Assistant in the Aided Colleges coming under A, B, C, D Grades may be filled up from last grade servants having the qualification of certificate course in Library Science and placed in the scale of pay corresponding to Rs.5250-8390. One post of Non – UGC Librarian in Aided Colleges coming under A, B Grades may be revived as Librarian Grade IV.
- (vi) GO(P) No.171/99/HEdn. dated 21.12.1999 stipulates that the qualification for appointment of Part Time Teachers should be the same as that of regular Teachers and should be selected by regularly constituted selection committee.

(vii) There have been representations before the Commission that no scales of pay have been prescribed by Government for Part-Time Teachers as per the revised guidelines of the UGC issued for implementation of the recommendations of 6th UGC Pay Revision Committee. The Kerala State Higher Education Council has placed requests for this before the Government. However, no scales of pay have been formulated for Part-Time Teachers of Colleges under UGC Scheme. The terms of reference of this Commission exclude the posts covered by UGC/AICTE etc. As the posts of Part-time Teachers of colleges are coming under UGC, the Commission leaves the matter to the consideration of Government with recommendation to sanction scale of pay as Para 10 (1) of the order implementing the UGC scheme in Kerala, at the earliest.

7.19(a).5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	IAS		
Additional Director	1	UGC		
Deputy Director	6	UGC		
Principal (Special Grade) (Arts and Science Colleges)	28	UGC		
Principal (Arts and Science College/Sanskrit College / Training College/Physical Education College)	183	UGC		
Professor(Training Colleges)	2	UGC		
Reader (Arts and Science College/ Training College/Sanskrit College)	264	UGC		
Lecturer (Selection Grade)	7692	UGC		
Lecturer (Senior Grade)	1077	UGC		
Lecturer(Arts and Science College/ Sanskrit College / Training College/ Physical Education College)	2162	UGC		
Lecturer (Physical Education)	245	UGC		
Lecturer in Sanskrit	3	UGC		
Librarian (Selection Grade)	15	UGC		
Librarian (Senior Grade)	9	UGC		
Librarian	2	UGC		
Principal (Music College)	3	20700-26660	40640-54140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Principal (Arabic College)	11	16650-23200	36140-46640	
Professor (Vocal, Veena, Mridhangam and Violin)	8	16650-23200	36140-46640	
Professor Gr. I (Arabic College)	2	12930-20250	22360-35320	
Professor Gr. II (Arabic College)	44	12930-20250	22360-35320	
Asst. Professor (Vocal, Veena, Mridhangam, Dance (Kerala Nadanam) and Violin)	16	12930-20250	22360-35320	
Senior Administrative Assistant	1	12930-20250	24040-36140	
Special Officer for Scholarship	1	12930-20250	22360-35320	
Lecturer in Musicology (Music College)	3	11070-18450	19240-32110	
Lecturer (Non-UGC)(Arts & Science, Training College)	12	11070-18450	19240-32110	
Lecturer (Vocal, Veena, Violin, Mridhangam, Bharathanatyam, Dance (Kerala Nadanam), Mohiniyattom, Kathakali Vesham, Kathakali Sangeetham, Kathakali Chenda, Kathakali Madalam, Drawing and Painting, Sculpture, Applied Art.)	66	11070-18450	19240-32110	
Coach	3	11070-18450	19240-32110	
Junior Lecturer (Bharathanatyam, Mohiniyattom, Dance(Kerala Nadanam), Kathakali Vesham, Kathakali Sangeetham, Kathakali Chenda, Kathakali Madalam, Drawing and Painting, Sculpture, Applied Art.)	16	8790-13610	15380-24040	
Supporting Artist in Vocal (Bharathanatyam , Dance (Kerala Nadanam), Mohiniyattom, Kadhakali)	5	8790-13610	15380-24040	
Supporting Artist in Mridangam (Bharathanatyam, Mohiniyattom, Dance (Kerala Nadanam))	3	8790-13610	15380-24040	
Supporting Artist Chenda/Madalam for Kathakali	2	8790-13610	15380-24040	
Instructor, (Arts and Crafts) (Training College)	14	8390-13270	14620-23480	
Tech. Assistant (Electronics)	5	7990-12930	14620-23480	
Tech. Assistant (Computer Science)	9	7990-12930	14620-23480	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Instrument Mechanic (Music College)	1	7990-12930	13900-22360	
Matron	3	6080-9830	10480-17420	
Heritage Document Translator	2	6080-9830	10480-17420	
Physical Instructor Gr. II (Physical Education)	6	6080-9830	10480-17420	
Studio Asst.	1	5650-8790	9940-15380	
Herbarium Keeper	62	5250-8390	9190-14620	
Taxidermist	2	5250-8390	9190-14620	
Mechanic	55	5250-8390	9190-14620	
Attender (Music College)	1	4750-7820	8960-13210	
Gas Man	36	4750-7820	9190-14620	
Lab Attender		4750-7820	8960-13210	No. of Lab Attenders and Library Attenders are included as Attenders in common category.
Library Attender		4630-7000	8960-13210	
Specimen Collector	47	4630-7000	8730-12550	
Marker	11	4510-6230	8500-12220	
Cook	96	4510-6230	8500-12220	
Part time lecturer in law/ Journalism	67	5500+ DA		
Part time lecturer in Arabic	6	3500 (Honourarium)		
Common Category				
Accounts Officer	15	12250-19800	21240-34500	
Administrative Assistant	38	12250-19800	22360-35320	
Senior Superintendent	103	10790-18000	18740-31360	
Junior Superintendent	189	9190-15510	16180-27140	
Fair Copy Superintendent	3	9190-15510	16180-27140	
Head Accountant	204	8390-13270	14620-23480	
Selection Grade Typist	54	8390-13270	14620-23480	
Senior Grade Typist	54	7990-12930		
UD Clerk	1050	6680-10790	13210-20740	
UD Typist	107	6680-10790	13210-20740	
Confidential Assistant	9	6080-9830	10480-17420	
LD Clerk	1050	5250-8390	9940-15380	
LD Typist	107	5250-8390	9940-15380	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Clerk Typist	8	5250-8390	9940-15380	
Driver	3	5250-8390	9190-14620	
Attender	2919	4630-7000	8730-12550	
Class IV Employee Gr. II	2124	4510-6230	8500-12220	
Night Watchman	267	4510-6230	8500-12220	
Sweeper	165	4510-6230	8500-12220	
Sanitation worker	168	4510-6230	8500-12220	
Boys Servant	5	4510-6230	8500-12220	
Lady Room Attendent	2	4510-6230	8500-12220	
Gardener	68	4510-6230	8500-12220	
Librarian Gr. I	51	11910-19350	20740-33680	
Librarian Gr. II	42	9190-15510	16180-27140	
Librarian Gr. III	34	8390-13270	14620-23480	
Librarian Gr. IV	133	6680-10790	11620-18740	
<i>Posts held by personnel of other Departments</i>				
Senior Administrative Officer	1	20700-26600	36140-46640	
Senior Finance Officer	1	20700-26600	36140-46640	
Research Assistant	1	8390-13270	14620-23480	
UD Compiler	1	6680-10790	13900-22360	
Total	21286			

No. of Part-Time Contingent employees -24; No. of Women employees including Part-Time - 7729.

(b).GENERAL EDUCATION

- 7.19(b).1.** The General Education Department is one of the major Departments in the State. The Director of Public Instruction is the Head of the Department and is also the Commissioner for the Government Examinations in the State. A Joint Commissioner and a Secretary, in the cadre of Deputy Director, are working in the Pareeksha Bhavan for conducting the Examinations.
- 7.19(b).2.** For administrative convenience and for improving the efficiency in school education, District offices are functioning in 14 Revenue districts headed by Deputy Directors of Education. There are 38 Educational Districts and 163 Educational Sub Districts in the State. Each District Educational Office is headed by District Educational Officer (DEO) and each Sub District Office is headed by Assistant Educational Officer (AEO).
- 7.19(b).3.** As per the figures of 2008-2009 the total number of Schools in the State are as detailed below:

SECTOR	HIGH SCHOOLS	UP SCHOOLS	LP SCHOOLS	TOTAL
Government	1002	952	2547	4501
Private Aided	1429	1869	3986	7284
Un Aided	375	220	269	864
Total	2806	3041	6802	12649

Source: Economic Review 2009

(Besides there are 727 Schools which are offering Syllabus other than the State Syllabus viz. ICSE, CBSE, Kendriya Vidyalaya and Navodaya Schools).

Uneconomic Schools

- 7.19(b).4.** Uneconomic Schools are Schools having average students strength in a class less than 25. In an Uneconomic LP School the total number of students is less than 100, in a UP School it is less than 175 and in a High School (Std.V to X) the total student strength is less than 150. The number of Uneconomic Schools in the State during 2008-2009 was as follows:

SECTOR	LPS	UPS	HS	TOTAL
Government	1408	314	117	1839
Aided	1580	217	25	1822
Total	2988	531	142	3661

Source: Economic Review 2009

Protected teachers

- 7.19(b).5.** Protected teachers are those retained in service without sanctioned posts. Teachers rendered surplus consequent on division fall are retained as protected teachers subject to certain conditions. As per the data available there was 3083 protected teachers in Kerala during 2008-09, out of which 1795 (58.22%) were deployed in the Government/Aided schools. The remaining 1288 teachers are retained in the parent school or retained undeployed. The details are given below:

Deployed in Government schools	:	1456
Deployed in other Aided schools	:	339
Retained in parent school	:	987
Undeployed	:	301
Total	:	3083

Source: Economic Review 2009

Senior Graduate teachers and wives of Jawans are entitled to be retained in their respective parent school as surplus teachers.

- 7.19(b).6.** The representatives of various Organisations and Head of the Department appeared before the Commission and presented their arguments for higher

pay scales and better promotional prospects. After considering all the aspects, the Commission makes the following recommendations:

- (i) The post of LPSA/UPSA/Special Teacher/Specialist Teacher/ Instructor and Headmaster in the L.P./U.P. Schools may be placed in the corresponding scales of pay as follows:

Teacher Grade II	Rs.6680-10790
Teacher Grade I(8 years)	Rs.8390-13270
Teacher Senior Grade(15 years)	Rs.9190-15510
Teacher Selection Grade(22 years)	Rs.9590-16650
Headmaster	Rs.10790-18000
Headmaster (HG)	Rs.11070-18450
Headmaster (Sen. Gr.)	Rs.11910-19350

- (ii) Time Bound Higher Grades available to HSA and Headmaster at specified intervals may be modified in the corresponding scale of pay as follows:

HSA Higher Grade (8 years)	Rs.9590-16650
HSA Senior Grade (15 years)	Rs.10790-18000
HSA Selection Grade (22 years)	Rs.11070-18450
Headmaster	Rs.11910-19350
Headmaster(HG)	Rs.12250-19800

- (iii) The present practice of sanctioning notional fixation in the post of Senior/Selection Grade HSA/UPSA/LPSA may continue, waiving the condition for refund of excess amount drawn.
- (iv) Special Rules governing the mode of appointment, qualification and promotion for various posts in DIET may be framed by Govt.
- (v) Considering all aspects involved in the appointment of Part time Teachers as Full time, possibilities for necessary amendments in the KER and KSR for conversion of Part time Teachers as Junior Teachers may be explored by Govt.
- (vi) Representations have been received to consider the staff (238) working in the Area Intensive Programme within the purview of Pay Revision Commission. Separate orders for the revision of pay to the above staff may be issued subject to the terms and conditions of their appointment.
- (vii) Upgrade the post of Cashier, in the Examination Wing and in the Directorate to the grade of Head Accountant /Head Clerk

considering the higher duties and responsibilities attached to the post.

- (viii) Re-designate the post of PA to DEO as 'Junior Administrative Assistant'.
- (ix) Considering the duties and high degree of responsibilities, the post of District Educational Officer may be placed in the scale of pay corresponding to Rs.12930-20250.
- (x) 20% of the post of Deputy Directors of Education may be placed in the Higher Grade in the scale of pay corresponding to Rs.16650-23200, in view of the duties and responsibilities of the Deputy Directors.
- (xi) Some Associations made a demand to afford a chance to the employees with B.Ed. qualifications working in various departments for a transfer to the General Education Department, so that they may get an opportunity to enter in the teaching profession according to their qualification. Commission considered the demand and holds that the demand is quite reasonable and genuine. Hence the Commission recommends the Government to consider reservation of 10% of the appointments to the post of High School Assistant in the General Education Department for employees working in other Departments with B.Ed. qualification by transfer appointment.
- (xii) In the Schools for the handicapped, HSA Selection Grade will be placed in the scale of pay corresponding to Rs.11910-19350. HSAs shall be redesignated as Higher Grade, Senior Grade and Selection Grade.
- (xiii) The post of Additional Director is placed in the scale of pay corresponding to Rs.25400-33100.
- (xiv) Joint Director/Joint Commissioner for Govt. Examinations and Statistical Officer may be placed in the scale of pay corresponding to Rs.20700-26600.
- (xv) Organisations have requested to allow the choice of re-option in case of audit objections, where excess amount drawn has to be refunded. Re-option on Pay Revision cases, where audit objection arises in order to minimize the monetary loss may be allowed.
- (xvi) Govt. may consider the issue of inclusion of Study Leave in the schedule of leaves under Rule 99, Part I, KSR.
- (xvii) The Provisional Service in the same grade/category, with same nature of duties followed by regularization, may be counted for increment and other service benefits.

(xviii) The prior service in the same category, for weightage, in case of change of service from Aided School to Govt. School or vice versa may be reckoned.

(xix) Representations have been received for granting scale of pay to the Pre Primary Teachers and Ayahs, working in Pre Primary Schools run by PTA. Hence the monthly remuneration to the Teachers and Ayahs may be enhanced to Rs.600 and Rs.400 respectively.

7.19(b).7. Normal revision is recommended for all other posts in the Department.

7.19(b).8. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Directorate				
Director	1	I A S		
Additional Director	2	23200-31150	44640-56340	
Joint Director	1	16650-23200	36140-46640	
Deputy Director	8	13610-20700	24040-36140	20% DDE will be in the HG on Rs.29180-40640.
Chief Planning Officer	1	13610-20700	24040-36140	
Accounts Officer (Provident Fund)	1	12930-20250	22360-35320	
Secretary-cum-Treasurer (Housing Society)	1	12930-20250	22360-35320	
District Educational Officer (Science)	1	12250-20250	22360-35320	
Assistant Director	2	12250-19800	21240-34500	
Public Relations Officer	1	12250-19800	21240-34500	
Additional Administrative Assistant	1	12250-19800	22360-35320	
Accounts Officer (Audit)	1	12250-19800	21240-34500	
Arabic Special Officer	1	12250-19800	21240-34500	
Sanskrit Special Officer	1	12250-19800	21240-34500	
PA General	1	11910-19350	20740-33680	
PA Employment	1	11910-19350	20740-33680	
Assistant Super Check Officer	2	11070-18450	19240-32110	
Assistant Secretary(NFTW)	1	11070-18450	20740-33680	
PA to Secretary State Edn. Advisory Board / Personal Assistant	1	11070-18450	19240-32110	
Sports Organiser	1	11070-18450	19240-32110	
Editor (Vidyarangom)	1	9190-15510	16180-27140	
(CARE) - Noon Meal Programme				
Senior Administrative Assistant	1	12930-20250	24040-36140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Supervisor (Noon Feeding)	15	10790-18000	18740-31360	
Examination Wing				
Joint Commissioner for Government Examinations	1	16650-23200	36140-46640	
System Manager	1	16650-23200	36140-46640	
Secretary to the Commissioner for Govt. Exams.	1	13610-20700	24040-36140	
PA to Secretary to the Commissioner for Govt. Exams.	1	11070-18450	19240-32110	
Text Books				
Text Book Officer	1	13610-20700	24040-36140	
Personal Assistant to the Text Book Officer	1	11070-18450	19240-32110	
Chief Accountant	1	10790-18000	18740-31360	
Store Keeper, Central Stores.	3	10790-18000	18740-31360	
Store Keeper, District Stores	34	9190-15510	16180-27140	
Office of the Deputy Director, Education				
Deputy Director	14	13610-20700	24040-36140	20% posts will be placed in the HG on Rs.29180-40640.
District Institute of Education & Training (DIET)				
Principal	14	13610-20700	24040-36140	
Senior Lecturer	97	12250-19800	21240-34500	
Lecturer	168	11070-18450	19240-32110	
Technician	4	7990-12930	13900-22360	
Statistical Assistant	2	7480-11910	13210-20740	
Librarian	14	6080-9830	10480-17420	
Laboratory Assistant	14	5250-8390	9190-14620	
District & Sub District Office				
District Education Officer	38	12250-19800	22360-35320	
Personal Assistant to DEO	38	11910-19350	20740-33680	Shall be redesignated as Jr. Administrative Assistant.
Assistant Educational Officer	163	11070-18450	20740-33680	
Additional Assistant Educational Officer	2	11070-18450	20740-33680	
Inspector of Muslim Education	6	11070-18450	18740-31360	
Women Inspector of Muslim Girls Education	3	9190-15510	16180-27140	
TTI for In-service Training in Hindi				

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Chief Instructor	2	11070-18450	20740-33680	
Instructor	8	8390-13270	14620-23480	
Secondary School (Including Training Schools)				
Headmaster HG	1100	11910-19350	21240-34500	
Headmaster	1356	11070-18450	20740-33680	
High School Assistant Sel. Gr.			19240-32110	
High School Assistant Sen. Gr. (Graduate/Language)	17648	10790-18000	18740-31360	HSA Sel. Gr. Redesignated as HSA Sen. Gr.
High School Assistant HG (Graduate/Language)	21227	9590-16650	16980-29180	HSA Sen. Gr. Redesignated as HSA HG
High School Assistant (Graduate/Language)	11829	8390-13270	14620-23480	
Instructors and Specialist Teachers				
Instructor (Engineering/Printing Tech. /Agri.)	6997	9190-15510	16980-29180	
Instructor/Special Teacher/Specialist/ Dance Master Bhagavathar / Sewing Mistress/ Drawing Master Sel. Grade (Specialization details shown at the end)		9190-15510	16980-29180	
Instructor Sen. Grade (Commerce)		9190-15510	16980-29180	
Instructor Grade .I (Commerce)	3675	8390-13270	16180-27140	
Instructor/Special Teacher/ Specialist/ Dance Master Bhagavathar / Sewing Mistress/ Drawing Master Sen. Grade (Specialization details shown at the end)		8390-13270	16180-27140	
Instructor/Instructor (Engineering)	7166	7990-12930	14620-23480	
Instructor Grade. II (Commerce)		7990-12930	14620-23480	
Physical Training (Bharatanatyam)		7990-12930	14620-23480	
Domestic Science Assistant		7990-12930	14620-23480	
Secretarial Assistant		7990-12930	14620-23480	
Dance Master (Kathakali)		7990-12930	14620-23480	
Pandit		7990-12390	14620-23480	
Instructor/ Special Teacher/ Specialist/ Dance Master Bagavathar / Sewing Mistress/ Drawing Master Grade. I (Specialization details shown at the end)		7990-12930	14620-23480	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Instructor/ Special Teacher/ Specialist / Dance Master Bhagavathar / Sewing Mistress / Drawing Master Grade. II (Specialization details shown at the end)	6354	6680-10790	11620-18740	
(Teacher - (Ratton Works/Music/Craft/ Physical Edn./Veena/ Commercial/ Hindustani - Urudu /Craft)				
Upper Primary & Lower Primary Schools				
Headmaster Sen. Gr	501	11070-18450	20740-33680	
Headmaster HG	3528	10790-18000	19240-32110	
Headmaster	5335	9590-16650	18740-31360	
Assistant Teacher (Nursery/Pre-primary)/Assistant Dance Teacher/Art Assistant /Art Master Sel. Grade	15847	9190-15510	16980-29180	
Teacher/Instructor /Fishing Technology Assistant/ Matron/Sewing Mistress / Pandit /Junior Pandit/Hindi APndit/Drill Master / Drawing Master/ Bagavathar (Bhrathanatiyam, Kathakali.)Sel. Grade (Specialisation details shown at the end)		9190-15510	16980-29180	
Teacher/Instructor/Fishing Technology Assistant/ Matron/Sewing Mistress / Pandit /Junior Pandit/Hindi Apndit/Drill Master / Drawing Master/ Bagavathar (Bhrathanatiyam, Kathakali.) Sen. Grade (Specialisation details shown at the end)	13641	8390-13270	16180-27140	
Assistant Teacher (Nursery/Pre-primary)/ Assistant Dance Teacher / Art Assistant/Art Master Sen. Grade		8390-13270	16180-27140	
Assistant Teacher (Nursery/Pre-primary)/ Assistant Dance Teacher /Art Assistant./ Art Master Grade I	19573	7990-12930	14620-23480	
Teacher/Instructor/ Fishing Technology Assistant/ Matron/Sewing Mistress / Pandit /Junior Pandit/Hindi Apndit/Drill Master / Drawing Master/ Bagavathar (Bhrathanatiyam, Kathakali.) Grade .I (Specialisation details shown at the end))		7990-12930	14620-23480	
Assistant Teacher (Nursery/Pre-primary)/ Assistant Dance Teacher /Art Assistant/Art Master Grade II	21451	6680-10790	11620-18740	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Teacher/Instructor/ Fishing Technology Assistant/ Matron/Sewing Mistress / Pandit /Junior Pandit/Hindi Apndit/Drill Master / Drawing Master/ Bagavathar (Bhrathanatiyam, Kathakali) Grade.II (Specialisation details shown at the end)		6680-10790	11620-18740	
Attender (Kathakali Chutti)		6680-10790	11620-18740	
Teacher (Craft)		6680-10790	11620-18740	
Instructor Work Experience Programme		6680-10790	11620-18740	
LPSA/UPSA/Teacher- Ratton works, Craft, Training Reserve, Industrial, Special, Language, Hebrew, Arabic, Hindustani, Sewing, Needle Work, Music, Music-Cum-Needle Work, Music & Drill, Drawing & Music, Drawing-Cum-Needle Work, Drawing, Physical Education, Thiruvathirakkali, Mohiniyattom, Mirdangom, Kaikottikali, Weaving, Tailoring, Book Binding, Manual Training, Physical Training, Girls Guide, Technological Fishing Instructor- Kathakali Chutti, Kathakali Vesham, Kathakali, Mridhangam, Chenda, Art, Bharathnanyam, Physical Training, Wood Works , Fine Arts, Drawing & Painting, Home Science , Fishery Technology, EngineeringFishing Technology Assistant/ Matron/Sewing Mistress / Pandit /Junior Pandit/Hindi Apndit/Drill Master / Drawing Master/ Bagavathar (Bhrathanatiyam, Kathakali).				
Schools for the Handicapped				
Headmaster HG	10	11910-19350	21240-34500	
Headmaster	14	11070-18480	20740-33680	
High School Assistant Sel. Gr.			20740-33680	
High School Assistant Sen. Grade	109	11070-18450	19240-32110	HSA Sel. Gr. Redesignated as HSA Sen. Gr.
Resource Teacher Sel. Grade	49	10790-18000	18740-31360	
High School Assistant HG	81	10790-18000	18740-31360	HSA Sen. Gr. Redesignated as HSA HG
Teacher (Graduate who are handicapped) Sel. Grade	10	10790-18000	18740-31360	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Assistant Teacher (With special Training) Sel. Grade	40	10790-18000	18740-31360	
High School Assistant	109	9590-16650	16980-29180	
Teacher (Graduate who are handicapped) Sen. Grade	12	9590-16650	16980-29180	
Assistant Teacher (With Special Training) Sen. Grade	42	9590-16650	16980-29180	
Headmaster (Under Graduate)	20	9190-15510	16180-27140	
Resource Teacher Sen. Grade	30	9190-15510	16180-27140	
Graduate Assistant (Training centre for Handicapped)	45	9190-15510	16180-27140	
Assistant Teacher (Without special training) Sel. Gr	10	9190-15510	16980-29180	
Brailist, Craft,Music and Drawing teacher Sel.Gr.	18	9190-15510	16980-29180	
Teacher (Under Graduate who are handicapped) Sel. Grade	10	9190-15510	16980-29180	
Mobility Instructor-cum-Physical Edn. Teacher Sel. Grade	2	9190-15510	16980-29180	
Resource Teacher Grade. I	42	8390-13270	14620-23480	
Teacher (Graduate who are handicapped)	32	8390-13270	14620-23480	
Assistant Teacher(with Special Training)	122	8390-13270	14620-23480	
Assistant Teacher (Without special training) Sen. Grade	44	8390-13270	16180-27140	
Teacher (Under Graduate who are handiapped) Sen. Grade	4	8390-13270	16180-27140	
Brailist, Craft,Music and Drawing teacher Sen. Gr	20	8390-13270	16180-27140	
Mobility Instructor-cum-Physical Edn. Teacher Sen. Grade	3	8390-13270	16180-27140	
Assistant Teacher (Without special training) Gr.I	44	7990-12930	14620-23480	
Teacher (Under Graduate who are handiapped) Grade. I	8	7990-12930	14620-23480	
Brailist, Craft,Music and Drawing Teacher Gr. I	81	7990-12930	14620-23480	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Mobility Instructor-cum-Physical Edn. Teacher Gr. I	6	7990-12930	14620-23480	
Instructor in Plumbing	3	7480-11910	13210-20740	
Instructor in composing	5	7480-19910	13210-20740	
Assistant Teacher (Without special training) Gr. II	8	6680-10790	11620-18740	
Teacher (Under Graduate who are handiapped) Grade. II	7	6680-10790	11620-18740	
Brailist, Craft,Music and Drawing teacher Gr.II	20	6680-10790	11620-18740	
Mobility Instructor-cum-Physical Edn. Teacher Grade. II	18	6680-10790	11620-18740	
Matron	81	6080-9830	10480-17420	
Brailist (Part-time)	6	5250-8390	9190-14620	
Part-time Instrumental Music Teacher	4	5250-8390	9190-14620	
Skilled Assistant (Printing & Composing)	3	5650-8790	9940-15380	
Skilled Assistant (Plumbing)	4	5650-8790	9940-15380	
Ayah	25	4510-6230	8500-12220	
Subordinate Staff				
Accountant CARE	6	7990-12930	13900-22360	
Manager	5	7990-12930	13900-22360	
Depot Officer	3	7990-12930	13900-22360	
Assistant Depot Officer	8	6680-10790	11620-18740	
Sergeant	10	6680-10790	11620-18740	
Calculator Operator	1	5650-8790	9940-15380	
Mechanic	10	5650-8790	9940-15380	
Assistant Librarian	9	5250-8390	9190-14620	
Godown Keeper	12	5250-8390	9190-14620	
Record Keeper	3	5250-8390	9190-14620	
Tally Clerk	3	5250-8390	9190-14620	
Computer	11	5250-8390	9190-14620	
Compositor	2	5250-8390	9190-14620	
Printer	1	5250-8390	9190-14620	
Store Assistant	6	4750-7820	8960-13210	
Packer	1	4630-7000	8730-12550	
Counter	14	4630-7000	8730-12550	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Part Time Posts				
Language Teacher (High School)	650	5650-8790	9940-15380	
Language Teacher (Primary)	728	5250-8390	9190-14620	
Teacher (craft)	102	5250-8390	9190-14620	
Teacher (Physical Education)	51	5250-8390	9190-14620	
Instructor	25	5250-8390	9190-14620	
Instructor (Manual Training)	8	5250-8390	9190-14620	
Pandit	2	5250-8390	9190-14620	
Teacher (P.D)	12	5250-8390	9190-14620	
Teacher (Drawing & Drill)	45	5250-8390	9190-14620	
Teacher (Music)	29	5250-8390	9190-14620	
Teacher (Needle Work)	12	5250-8390	9190-14620	
Drawing Master	15	5250-8390	9190-14620	
Drill Master	11	5250-8390	9190-14620	
Brailist	13	5250-8390	9190-14620	
Specialist Teacher	-	5250-8390	9190-14620	
Posts held by personnel of Govt. Secretariat				
Senior Administrative Officer	1	20700-26600	36140-46640	
Deputy Secretary, Super Check	2	20700-26600	36140-46640	
Senior Finance Officer	2	23200-31150	40640-54140	
Law Officer	1	23200-31150	40640-54140	
Accounts Officer(DD Office)	3	12250-19800	21240-34500	
Finance Officer Gr. II	1	12930-20250	22360-35320	
Posts held by personnel of Economics & Statistics Department				
Statistical Officer(Joint Director)	1	16650-23200	36140-46640	
Research Officer (Statistics)	2	11070-18450	19240-32110	
Taluk Statistical Officer	1	10790-18000	18740-31360	
Research Assistant (Statistics)	3	8390-13270	14620-23480	
Statistical Assistant Gr. I	3	6680-10790	13900-22360	
Statistical Assistant Gr. II	31	5250-8390	11620-18740	
L.D Typist	1	5250-8390	9940-15380	
Class IV Employee	1	4510-6230	8500-12220	
Posts held by personnel of Public Works Department				
Liaison Officer	1	11910-19350	20740-33680	
Assistant Engineer (PWD Electrical)	1	11070-18450	20740-33680	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Posts held by personnel of Technical Education Department				
Special Officer, Work Experience	1	11910-19350	20740-33680	
Foreman, Work Experience	4	9190-15510	16180-27140	
Workshop Instructor, Work Experience	121	7990-12930	14620-23480	
Trade Instructor, Work Experience	2	6680-10790	11620-18740	
Common Category				
Administrative Assistant	17	12250-19800	22360-35320	
Accounts Officer/Assistant Provident Fund Officer	27	12250-19800	21240-34500	
Senior Superintendent	211	10790-18000	18740-31360	
Junior Superintendent	235	9190-15510	16180-27140	
Fair Copy Superintendent	21	9190-15510	16180-27140	
Head Clerk	8	8390-13270	14620-23480	
Confidential Assistant	30	7990-12930	13900-22360	
Upper Division Clerk	1778	6680-10790	13210-20740	
Upper Division Typist	103	6680-10790	13210-20740	
Sergeant	1	6680-10790	11620-18740	
Lower Division Clerk	1779	5250-8390	9940-15380	
L.D Clerk (Aided Schools)	1510	5250-8390	9940-15380	
Lower Division Typist	176	5250-8390	9940-15380	
Driver	35	5250-8390	9190-14620	
Printer	1	5250-8390	9190-14620	
Lift Operator	1	5250-8390	9190-14620	
Binder	4	4750-7820	8960-13210	
Duffedar /Chowkidar HG	2	4750-7820	8960-13210	
Roneo Operator	1	4750-7820	8960-13210	
Attender	58	4630-7000	8730-12550	
Class IV Employee Gr. II (Peon/Cleaner/Watchman etc.)	5300	4510-6230	8500-12220	
Full-Time Menial	3800	4510-6230	8500-12220	
Total	176144			

No. of Part-Time Contingent employees-6509; No. of Women employees including Part-Time-110095;

(c). HIGHER SECONDARY EDUCATION

7.19(c).1. The Department of Higher Secondary Education was formed consequent on de-linking Pre-degree courses from Colleges during 1990-91. The de-linking of Pre-degree courses from the Colleges had resulted in surplus staff in 3

Universities as well as in the Department of Collegiate Education. With a view to redress the grievances of the above staff, surplus staff were posted in the Department of Higher Secondary Education by the Government. A large number of employees working in Calicut University and M.G. University had been posted at Higher Secondary Directorate Thiruvananthapuram. The staff so posted from the Universities were in receipt of higher pay than that of the pay of the required post in the State Government. The inordinate delay on the part of the authorities in the General Education Department of the Secretariat resulted in the indefinite continuance of the deployed employees in the Department of Higher Secondary Education. They enjoyed all regular promotions of their parent institutions at higher posts (MG University and Calicut University) at the same time most of them continued in clerical posts even after 10 years of deployment. Their services in the Directorate were treated as on deputation and pro rata pension is being remitted to the concerned Universities. The burden of payment of their pension was vested with the concerned University. In the absence of Special Rules for non teaching staff, the posts of Assistant Director, Deputy Director and Joint Director in the Directorate of Higher Secondary Education were also filled up from among the ministerial staff deployed from the Universities. No post in any University is seen abolished/reduced consequent on the de-linking of Pre-degree course. It may be noted that the post of Assistant Director, Deputy Director and Joint Director should necessarily be filled up from among teaching staff in order to improve the quality and efficiency of the Department of Higher Secondary Education.

- 7.19(c).2.** Unnecessary financial loss is also being incurred to the State Exchequer by retaining the employees of the Universities in the Department of Higher Secondary Education. In a recent audit report of the Accountant General it has been pointed out that 71 officers in Higher Secondary Education Department were on deputation during 2008-2009 and the department is incurring an expenditure of Rs.103.33 lakhs per annum as basic pay alone for the said staff. According to the Accountant General, the expenditure should have been Rs.65.13 lakhs only in case the posts were filled up directly through Public Service Commission. The avoidable minimum excess expenditure works out to Rs.38.21 lakhs (Rs.68.01 lakhs including D.A). Records available indicate that 18 employees of Calicut University and 67 employees of M.G University are in the service of the Department during 2009. A total amount of Rs.24.99 lakhs is seen incurred towards remittance of pro-rata pension (pension contribution) to the two Universities for the year 2009. Apart from the above figures, employees from Collegiate Education Department are also working on deputation in the Higher Secondary Education Department. This means that the figures indicated in the audit report of the Accountant General are far below the actual position.

7.19(c).3. As the Higher Secondary Education Department is a part of the General Education Department an approved staff pattern should be evolved for the Department. The basic qualification prescribed for common category posts such as Clerks, Typists etc. should necessarily be S.S.L.C as in various departments and supervisory posts such as JS/SS/AA/AO etc are the promotion posts of Clerks. So the Commission recommends the scales of pay of various categories of posts based on the strength of staff as reported by the Director of Higher Secondary Education indicated below.

7.19 (c).4. Irregular retention of employees of Universities against certain posts in the department is shown below:

Designation	Sanctioned Strength	In position	Remarks
Joint Registrar	No equated post	1	Scale of pay Rs.23200-31150
Deputy Registrar	"	2	Scale of pay Rs.20700-26600
Assistant Registrar	"	3	Scale of pay Rs.16650-23200
			Scale of pay Rs.12930-20250
Section Officer (HG)	"	6	Scale of pay Rs.11910-19350
Section Officer	3	16	Excluding staff from Collegiate Education Department.
Sel. Gr. Assistant/Typist		35	Scale of pay Rs.9590-16650
Senior Grade Assistant	17	10	Equivalent to Junior Superintendent

7.19(c).5. District wise/Management wise number of Higher Secondary Schools in Kerala during 2009 is given below.

Sl. No	Districts	Number of Higher Secondary Schools				Number of Batches			
		Govt.	Aided	Un-aided	Total	Science	Humanities	Commerce	Total
1	Thiruvananthapuram	74	46	44	164	268	95	108	471
2	Kollam	55	49	25	129	202	69	79	350
3	Pathanamthitta	26	36	29	91	127	56	55	238
4	Alappuzha	41	49	16	106	186	63	70	319
5	Kottayam	37	59	28	124	221	83	65	369
6	Idukki	25	26	15	66	86	32	35	153
7	Ernakulam	63	63	53	179	257	76	129	462
8	Thrissur	62	44	45	151	191	63	92	346
9	Palakkad	55	23	30	108	146	73	76	295
10	Malappuram	82	44	71	197	224	101	146	471

11	Kozhikode	62	40	34	136	180	86	86	352
12	Wayanad	26	11	7	44	57	36	29	122
13	Kannur	72	28	27	127	189	73	90	352
14	Kasaragod	55	11	15	81	93	49	49	191
Total		735	529	439	1703	2427	955	1109	4491

7.19(c).6. On the basis of the discussion held with various Service Organisations and the Director of Higher Secondary Education, the Commission makes the following recommendations:

- (i) The posts of Principal are created for the Higher Secondary Schools by upgrading Higher Secondary School Teacher posts. They are appointed by promotion from the category of Higher Secondary School Teacher and by transfer from qualified Headmasters of High Schools in the ratio 2:1. Both for promotion and by transfer appointment, minimum approved teaching experience of 12 years is required. The Principals are now in the scale of pay of Rs.12250-19800 on par with Higher Secondary School Teacher (Selection Grade), which is the 2nd time bound higher grade promotion post of Higher Secondary School teacher on completion of 16 years of service. Since the scale of pay of Higher Secondary School Teacher (Selection Grade) and Principal are identical, the post may be placed in the corresponding scale of pay of Rs.12930-20250.
- (ii) Regarding the upgradation of the scale of pay of Higher Secondary School Teacher (Junior), the following revised Time Bound Higher Grades are recommended.

Designation	Entry Cadre	Higher Grade (8years)	Selection Grade(16 Years)
HSST(Junior)	9190-15510	11070-18450	11910-19350

- (iii) Regarding the counting of prior service of Govt. employees in Aided Education Institutions (and vice versa) for weightage, the service put in by the employee in the same category in Government/Aided Institutions may be reckoned.
- (iv) Those Higher Secondary School Teachers/Principals having Ph.D in the respective subjects may be given special allowance @ of Rs.500/- per month from the date of effect of this Pay Revision or from the date of acquiring Ph.D.
- (v) The question of providing adequate ministerial support to the Principals of Higher Secondary Schools may be examined by the Government and take corrective steps.

7.19(c).7. Govt. may also take necessary steps to rectify the irregularities mentioned in the previous paragraphs regarding the staff deputed from Universities in order to avoid unnecessary expenditure and to restructure the staff pattern commensurate to the size and functions of the Department that each and every post is filled up in the Higher Secondary Directorate with personnel having the equivalent scales of pay only.

7.19(c).8. Normal revision is recommended to all other categories.

7.19(c).9. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Higher Secondary Schools				
Principal	1264	12250-19800	22360-35320	
Higher Secondary School Teacher (Sel. Gr)	15625	12250-19800	22360-35320	
Higher Secondary School Teacher (HG)		11910-19350	20740-33680	
Higher Secondary School Teacher		11070-18450	19240-32110	
Higher Secondary School Teacher Junior (Sel. Gr)	10188	11070-18450	19240-32110	
Higher Secondary School Teacher Junior (HG)		10790-18000	18740-31360	
Higher Secondary School Teacher Junior		9190-15510	16180-27140	
Laboratory Assistant	3149	4750-7820	8960-13210	
Common Category				
Senior Superintendent	3	10790-18000	18740-31360	
Junior Superintendent	17	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Confidential Assistant	4	6080-9830	10480-17420	
Clerk	119	5250-8390	9940-15380	
Typist	15	5250-8390	9940-15380	
Drivers	2	5250-8390	9190-14620	
Record Keeper	1	5250-8390	9190-14620	
Binder	1	4750-7820	8960-13210	
Class IV Employee Gr. II	16	4510-6230	8500-12220	
Night Watchman	1	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Director	1	UGC		
Joint Director	2	UGC		
Deputy Director	6	UGC (3)		

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
		23200-31150 (1)	40640-54140	
		13610-20700 (2)	24040-36140	
Senior Administrative Officer	1	23200-31150	40640-54140	
Senior Finance Officer	1	20700-26600	36140-46640	
Assistant Director	4	16650- 23200(2)	29180-40640	
		12250-19800 (2)	21240-34500	
Accounts Officer	5	12930-20250 (1)	22360-35320	
		12250-19800 (4)	21240-34500	
Administrative Assistant	1	11910-19350	20740-33680	
P.A. To Director	1	11910-19350	20740-33680	
Roneo Operator	1	4750-7820	8960-13210	
Total	30429			

No. of Part-Time Contingent employees - 2; No. of Casual/contract/Daily Waged employees - 46;
No. of Women employees including Part-Time -11086.

(d). TECHNICAL EDUCATION

- 7.19(d).1.** The Technical Education Department administers various Institutions imparting technical education in the State through a network of Engineering Colleges, Polytechnic Colleges, College of Fine Arts, Food Craft Institutes, Technical High Schools, Vocational Training Centres etc. There are 12 Engineering Colleges (including 3 in Aided Sector), 49 Polytechnic Colleges (6 Aided Sector), 3 Colleges of Fine Arts, 39 Technical High Schools, 17 Government Commercial Institutes, 42 Tailoring and Garment Making Training Centres and 4 Vocational Training Centres under this Department. This Department has two Regional Directorates each at Kozhikode and Kothamangalam.
- 7.19(d).2.** The Director is the Head of the Department. Two Senior Joint Directors and six Joint Directors assist him in academic matters. The staff of the Department are being paid under two different schemes. Teaching Staff of Engineering Colleges and Joint Directors in Polytechnic stream are being paid AICTE pay scales and the remaining as per State pay scales. The Teaching and Non-teaching staff in the Aided Engineering Colleges and Polytechnics come under the Direct Payment Scheme, in which the entire salary is paid by State Government.

7.19(d).3. The Commission after having discussion with the Service Organisations and the Head of the Department makes the following recommendations:

- (i) The Commission is of the opinion that the AICTE scheme may be implemented in both Polytechnic and Fine Arts Colleges, to those teachers who are qualified as per the AICTE norms.
- (ii) The Deputy Director (Polytechnic Stream) and Deputy Director (Deputy Controller of Technical Exam) may be placed in the scale of pay corresponding to Rs.20700-26600.
- (iii) The scale of pay of the Principal and Professor Grade I of the Colleges of Fine Arts may be enhanced to the corresponding scales of pay of Rs.23200-31150 and Rs.20700-26600 respectively.
- (iv) The Workshop Superintendent of Engineering Colleges may be placed in the scale of pay corresponding to Rs.20700-26600.
- (v) The scales of pay of Principals of Polytechnic Colleges and Institute of Printing Technology may be enhanced to the corresponding scale of pay of Rs.20700-26600.
- (vi) Higher Grade in the ratio 1:1, corresponding to the scale of pay of Rs.11910-19350, may be awarded to the Superintendent of Govt. Commercial Institute.
- (vii) The post of Administrative Assistant may be upgraded as Senior Administrative Assistant in the Technical Education Directorate.
- (viii) The scale of pay of Workshop Instructor/Demonstrator/Instructor Grade II/Draftsman Grade II may be placed in the scale of pay corresponding to Rs.8390-13270. Higher Grade in the scale of pay corresponding to Rs.9190-15510 may be allowed, in the ratio 4:1 to Workshop Instructor/Demonstrator/Instructor Gr. II.
- (ix) Government have re-designated the post of Computer Operator as Computer Programmer without any change in the scale of pay. The qualification prescribed for the post of Computer Programmer is MCA. The total number of posts are 24. It has also been noted that there are 4 posts of System Analysts whose qualification is B.Tech. Both these posts are isolated posts having no promotion prospects. Higher Grade promotion in the ratio 1:1 in the corresponding scale of pay of Rs.11910-19350 may be allowed in cases where there are more than one Computer Programmer in an Institution.

7.19(d).4. Normal revision is recommended for all other posts in the Department.

7.19(d).5. The categories of posts with the existing and the proposed scale of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	AICTE		
Senior Joint Director (EC/PS)	2	AICTE		
Joint Director (EC/PS)	4	AICTE		
Joint Controller	1	AICTE		
Deputy Director (Engg. College)	1	AICTE		
Training Officer	1	AICTE		
Principal(Engineering College)	12	AICTE		
Dean	2	AICTE		
Professor	109	AICTE		
Assistant Professor/Reader	308	AICTE		
Lecturer in Engineering/ Technology	827	AICTE		
Principal (College of Fine Arts)	3	20700-26600	40640-54140	
Deputy Director (Polytechnic Stream)	2	16650-23200	36140-46640	
Deputy Director (Dy. Controller of Technical Exams)	1	16650-23200	36140-46640	
Workshop Superintendent (Engineering College)	9	16650-23200	36140-46640	
Principal (Polytechnics/Institute of Printing Technology)	49	16650-23200	36140-46640	
Professor Gr. I (College of Fine Arts)	3	16650-23200	36140-46640	
Assistant Controller of Examination	1	12930-20250	22360-35320	
Assistant Director (SDC)	1	12930-20250	22360-35320	
Project Officer (DTE)	1	12930-20250	22360-35320	
Head of Section	184	12930-20250	22360-35320	
Professor Gr. II (College of Fine Arts)	11	12930-20250	22360-35320	
Technical Officer	6	11910-19350	20740-33680	
Assistant Director(Regional Directorate)	2	11910-19350	20740-33680	
Project Officer(CDC)	3	11910-19350	20740-33680	
Instructor Gr. I	40	11910-19350	20740-33680	
System Analyst	4	11910-19350	20740-33680	
Lecturer in Engineering/ Technology/ Instrument Technology/ Business Management/Composing/Process Engraving/ Letter Press Printing	706	11910-19350	20740-33680	
Post Diploma Lecturer	1	11910-19350	20740-33680	
Workshop Superintendent (Polytechnics)	28	11910-19350	20740-33680	
Superintendent, Technical High Schools	39	11910-19350	20740-33680	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Lecturer (College of Fine Arts)	23	11910-19350	20740-33680	
Fine Arts Expert	3	11070-18450	19240-32110	
Chemist	1	11070-18450	19240-32110	
Computer Programmer HG	-	11910-19350	20740-33680	HG in the ratio 1:1. (Reckoning the number of posts in an Institution.)
Computer Programmer	24	11070-18450	19240-32110	
Lecturer in Commerce/Commercial Practice	11	11070-18450	19240-32110	
Assistant Lecturer (Polytechnics)	29	11070-18450	19240-32110	
Inspector of Industrial Schools	3	10790-18000	18740-31360	
Senior Art Instructor	7	10790-18000	18740-31360	
Superintendent HG (Govt. Commercial Institute)	-	-	20740-33680	HG in the ratio of 1:1.
Superintendent (Govt. Commercial Institute)	17	10790-18000	18740-31360	
Assistant Training Officer	1	9190-15510	16180-27140	
Head Draftsman/Draftsman Gr. I	27	9190-15510	16180-27140	
Foreman/Workshop Foreman	58	9190-15510	16180-27140	
Senior Instructor in Shorthand	7	9190-15510	16180-27140	
Technical Programme Assistant		9190-15510	16180-27140	
Instructor in Commerce	3	9190-15510	16180-27140	
Instructor in Secretarial Practice & Business Correspondence	6	9190-15510	16180-27140	
Instructor(Engineering)	39	9190-15510	16180-27140	
Instructor (Govt. Commercial Institute)	34	9190-15510	16180-27140	
Instructor in Shorthand	5	8790-13610	15380-24040	
Development Officer	1	8390-13270	14620-23480	
Data Entry Operator	1	8390-13270	14620-23480	
Instrument Mechanic Gr. I (WPTC)	2	8390-13270	14620-23480	
Instrument Mechanic Gr. I		8390-13270	14620-23480	
Art Instructor	9	8390-13270	14620-23480	
Mural Expert	1	8390-13270	14620-23480	
Studio Assistant Gr. I	5	8390-13270	14620-23480	
Junior Operator	1	7990-12930	13900-22360	
Demonstrator in Chemistry	1	7990-12930	14620-23480	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Instructor Gr. II/ Workshop Instructor/ Demonstrator in Engineering (HG)	-	-	16180-27140	HG and Sr. Grade ratio is 4:1.
Instructor Gr. II/ Workshop Instructor/ Demonstrator in Engineering	899	7990-12930	14620-23480	
Draftsman Gr. II/Draftsman	52	7990-12930	14620-23480	
Trade Instructor Sen. Gr.	180	8390-13270	14620-23480	
Trade Instructor Gr. I	180	7990-12930	13900-22360	
Trade Instructor Gr. II	913	6680-10790	11620-18740	
Assistant Instructor in Shorthand (GPTC)	2	7990-12930	13900-22360	
Instructor -cum-Mechanic in Spinning	2	7990-12930	13900-22360	
Instructor Gr. II (Textile Spinning/Weaving &Textile Chemistry)	7	7990-12930	13900-22360	
Spinning Mechanic	1	7990-12930	13900-22360	
Technical Programme Assistant Gr. II	1	7990-12930	13900-22360	
Assistant Instructor in Type writing / Stenography	6	7990-12930	13900-22360	
Mechanic in Textile Chemistry	1	7990-12930	13900-22360	
Mechanic in Textile Technology	2	7990-12930	13900-22360	
Assistant Instructor (Govt. Commercial Institute)	36	7990-12930	13900-22360	
Assistant Instructor in Shorthand (WPTC)	6	7480-11910	13210-20740	
Instrument Mechanic Gr. II	6	7480-11910	13210-20740	
Instructress (Tailoring & Garment Making Training)	77	7480-11910	13210-20740	
Instructor (Industrial Schools)	2	7480-11910	13210-20740	
Studio Assistant Gr. II	3	5650-8790	9940-15380	
Typewriter Mechanic	10	5250-8390	9940-15380	
Tradesman	982	5250-8390	9940-15380	
Junior Instructor (Tailoring & Garment Making Training)	15	5250-8390	9940-15380	
Junior Instructor (Industrial Schools)	7	5250-8390	9940-15380	
Boiler Assistant	3	5250-8390	9940-15380	
Carpenter	1	5250-8390	9940-15380	
Welder-cum-Blacksmith	1	4630-7000	8730-12550	
Marker	2	4630-7000	8730-12550	
Studio Attender	4	4630-7000	8730-12550	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Clay Worker	4	4510-6230	8500-12220	
Posts held by personnel of Govt. Secretariat				
Senior Administrative Officer	1	20700-26600	36140-46640	
Senior Finance Officer	2	20700-26600	36140-46640	
Posts held by personnel of Common Pool				
Scientific Information Officer	1	13610-20700	24040-36140	
Librarian Gr. I	5	11910-19350	20740-33680	
Librarian Gr. II	14	9190-15510	16180-27140	
Librarian Gr. III	8	8390-13270	14620-23480	
Librarian Gr IV	35	6680-10790	11620-18740	
Posts held by personnel of Collegiate Education Department				
Lecturer Microbiology/ Sanitary Chemistry/ Economic Etc.	247	UGC		
Librarian	3	UGC		
Chief Tech. Librarian	1	UGC		
Professor Grade. II (Non-UGC)	2	13610-20700	24040-36140	
Lecturer in Physical Education(Non-UGC)	5	11070-18450	19240-32110	
Physical Instructor	48	7990-12930	13900-22360	
Posts held by personnel of General Education Department				
Instructor in Humanities and Language	70	8390-13270	14620-23480	
Instructor in Science and Mathematics	132	8390-13270	14620-23480	
High School Assistant (Malayalam)	1	8390-13270	14620-23480	
Posts held by personnel of Economics & Statistics Department				
Statistical Assistant Gr. II	2	5250-8390	11620-18740	
Common Category				
Administrative Assistant	15	12250-19800	22360-35320	
Accounts Officer	14	12250-19800	21240-34500	
Confidential Asst. Selection Grade	6	11070-18450	19240-32110	
Senior Superintendent	59	10790-18000	18740-31360	
Junior Superintendent/Chief Accountant/Storekeeper	74	9190-15510	16180-27140	
Confidential Assistants Senior Grade	6	9190-15510	16180-27140	
Fair Copy Superintendent	4	9190-15510	16180-27140	
Head Clerk/Head Accountant	76	8390-13270	14620-23480	
Selection Grade Typist	13	8390-13270	14620-23480	
Confidential Assistants Grade-1	6	7990-12930	13900-22360	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Senior Grade Typist	14	7990-12930	14620-23480	
U.D Clerk	345	6680-10790	13210-20740	
U.D Typist	66	6680-10790	13210-20740	
Sergeant	11	6680-10790	11620-18740	
Confidential Assistants Grade-II /Steno Typist	13	6080-9830	10480-17420	
Driver (HDV)	17	5650-8790	9940-15380	
L.D Clerk/LD Storekeeper	354	5250-8390	9940-15380	
L.D Typist	72	5250-8390	9940-15380	
Clerk-Typist	13	5250-8390	9940-15380	
Matron	12	5250-8390	9190-14620	
Driver(LDV)	22	5250-8390	9190-14620	
Non-Technical Attender Gr. I	73	4750-7820	8960-13210	
Roneo Operator	3	4750-7820	8960-13210	
Non-Technical Attender Gr. II	106	4630-7000	8730-12550	
Duffedar	11	4630-7000	8730-12550	
Gardener	45	4630-7000	8730-12550	
Class IV Employee Gr. II	543	4510-6230	8500-12220	
Watcher/Bus Cleaner	251	4510-6230	8500-12220	
Head Cook	19	4510-6230	8500-12220	
Assistant Cook	80	4510-6230	8500-12220	
Binder	1	4510-6230	8500-12220	
Sick Room Attender	7	4510-6230	8500-12220	
Full time Sweeper/Sanitary Worker	115	4510-6230	8500-12220	
Total	9129			

No. of Part time Contingent employees –434; No. of Women employees including Part-Time –2275.

(e). VOCATIONAL HIGHER SECONDARY EDUCATION

7.19(e).1. Vocational Higher Secondary Education Department started functioning in the State during 1983-84 as per the guidelines of the Central Government. It aims to produce skilled work force in different Technical subjects after matriculation. The department is conducting two year certificate courses in Higher Secondary level, in 42 different disciplines, which is equivalent to Plus Two course of the Higher Secondary Education. Presently there are 389 Vocational Higher Secondary Schools out of which 128 are in Aided sector and 261 in Government sector. Both Vocational and Non-Vocational teachers are

engaged for teaching. All the Vocational Higher Secondary courses are attached to High Schools and Headmasters of those schools are assigned with the duties of Principal/Administrative Head of the Vocational Higher Secondary Education also.

7.19(e).2. Director is the Head of the Department and the academic sections are managed with the help of Deputy Directors and other supporting staff. There are seven Regional Directorates headed by Assistant Directors. The representatives of the Service Organisations and the Head of the Department appeared before the Commission and presented their demands for better scale of pay and promotion prospects. After considering all aspects the Commission recommends as follows:

- (i) The post of Director may be placed in the corresponding scale of pay of Rs.25400-33100. The post of Director may be included in the Special Rules as the promotion post of Departmental personnel.
- (ii) The scale of pay corresponding to Rs.16650-23200 may be allowed to the post of Deputy Director.
- (iii) The post of Assistant Director may be given the scale of pay corresponding to Rs.13610-20700.
- (iv) The Commission considered the existing status of Vocational Instructor and the post may be placed in the scale of pay corresponding to Rs.8390-13270.
- (v) The Commission considered the important aspects like performance evaluation and accountability of Non-Vocational teachers and they may be placed in the Higher Grade and Selection Grade in the scale of pay corresponding to Rs.11070-18450 and 11910-19350 respectively.
- (vi) The consolidated pay of GFC Teachers may be enhanced to Rs.5000/- p.m.
- (vii) Research Assistant may be placed in the scale of pay corresponding to Rs.11910-19350.

7.19(e).3. Corresponding revision is recommended to all other posts in the Department.

7.19(e).4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	23200-31150	44640-56340	
Deputy Director	2	16650-23200	29180-40640	
Deputy Director	1	13610-20700	29180-40640	
Assistant Director	8	12250-19800	24040-36140	
Technical Officer	1	11910-19350	20740-33680	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Research Assistant	1	11070-18450	20740-33680	
Vocational Teacher/ Non Vocational Teacher (Sel. Gr.)	2088	12250-19800	21240-34500	
Vocational Teacher/ Non-Vocational Teacher (HG)		11910-19350	20740-33680	
Vocational Teacher /Non-Vocational Teacher		11070-18450	19240-32110	
Non-Vocational Teacher Junior (Sel. Gr.)	1375	11070-18450	20740-33680	
Non-Vocational Teacher Junior (HG)		10790-18000	19240-32110	
Non-Vocational Teacher Junior		9190-15510	16180-27140	
Vocational Instructor	1100	7990-12930	14620-23480	
Non Vocational Teacher (GFC)	53	3500 Con. Pay	6100 Con. Pay	
Lab Technical Assistant	1100	5650-8790	9940-15380	
Common Category				
Accounts Officer	2	12250-19800	21240-34500	
Senior Superintendent	2	10790-18000	18740-31360	
Fair Copy superintendent	1	9190-15510	16180-27140	
Junior Superintendent	5	9190-15510	16180-27140	
Head Clerk	6	8390-13270	14620-23480	
Typist (Sel. Gr.)	2	8390-13270	14620-23480	Re-designated as Typist Sel. Gr.
Typist (Sen. Gr.)	2	7990-12930		
UD Clerk	153	6680-10790	13210-20740	
UD Typist	5	6680-10790	13210-20740	
Confidential Assistant	1	6080-9830	10480-17420	
Driver Grade. I	3	6080-9830	10480-17420	
LD Clerk	277	5250-8390	9940-15380	
LD Typist	5	5250-8390	9940-15380	
Driver Grade. II	3	5250-8390	9190-14620	
Class IV Employee Gr. II	204	4510-6230	8500-12220	
Roneo Operator	1	4630-7000	8730-12550	
Night Watchman	6	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Administrative Officer	1	20700-26600	36140-46640	
Finance Officer	1	20700-26600	36140-46640	
Total	6410			

No. of Part time Contingent employees- 04; No. of Women employees including Part-Time- 2740.

7.20. ELECTRICAL INSPECTORATE

- 7.20.1.** Electrical Inspectorate was formed in 1968 as a separate department. It exercises Statutory Technical Control over all matters connected with the installation and operation of electrical equipments and it functions under the following Acts and Rules.
- Indian Electricity Act 1910.
 - Kerala Electricity Duty Act 1963.
 - Kerala Electricity Licensing Board Rules 1973.
 - Kerala Cinema (Regulation) Act 1958 and 1988
- 7.20.2.** Chief Electrical Inspector is the Head of the Department. He is assisted by an Additional Chief Electrical Inspector and two Deputy Chief Electrical Inspectors.
- 7.20.3.** The work load in the district offices of Electrical Inspectorate has increased substantially due to rapid increase in the number of consumers. The Electrical Inspector has to carry out statutory inspections of electrical installations in district of jurisdiction and discharge functions and duties cast on him under Indian Electricity Act and Rules. He has to undertake frequent tours to conduct inspections, enquires in the electrical accident sites etc. As a result he may not have sufficient time to devote attention on establishment, administrative, financial matters and also in public friendly services like renewal of licenses etc in office. Hence the functioning of the District offices is to be strengthened by providing necessary staff having experience and capability to deal these matters effectively.
- 7.20.4.** The proposal for creation of posts put forward by the Chief Electrical Inspector to strengthen District Offices was considered by the Government and decided to refer the matter to the Pay Revision Commission.
- 7.20.5.** The proposals made by the Chief Electrical Inspector and the demands raised by the Organisations have been examined in detail by the Commission and makes the following recommendations:
- (i) To create two posts of Deputy Chief Electrical Inspector each at Thiruvananthapuram and Kozhikode.
 - (ii) To upgrade six posts of Junior Superintendents of the Chief Electrical Inspectorate as Senior Superintendents and to shift the posts to the District offices at Kollam, Alappuzha, Kottayam, Palakkad, Malappuram and Kannur and to upgrade the post of Head Clerk available in these six District Offices as Junior Superintendent and shift them to the Chief Electrical Inspectorate. Besides, the posts of Head Clerk in the District Offices at Pathanamthitta, Idukki, Wayanad and Kasaragode may be upgraded as Junior Superintendent.

- (iii) One post of Junior Superintendent may be created in the laboratory functioning at Government Engineering College, Thiruvananthapuram.
- (iv) The existing ratio promotion among the Skilled Assistant, Skilled Assistant (HG), Skilled Assistant Sr. Gr. may be modified as 1:1:1 and assign the scale of pay corresponding to Rs.7990-12930 to the Skilled Assistants Sr. Gr.
- (v) The post of Chief Electrical Inspector and Deputy Chief Electrical Inspector may be placed in the revised scale of pay of Rs.48640-59840 and Rs.42640-55240 respectively. Electrical Inspector Higher Grade and Electrical Inspector may be placed in the scale of pay of Rs.23200-31150 and Rs.20700-26600 respectively.

7.20.6. Normal revision recommended to all other posts.

7.20.7. The categories of posts with the existing and the proposed scales of pay are as given below:

Designation	No. of post	Existing Scale of pay	Proposed Scale of pay	Remarks
Chief Electrical Inspector	1	26600-33750	48640-59840	
Additional Chief Electrical Inspector	1	25400-33100	44640-56340	
Deputy Chief Electrical Inspector	2	23200-31150	42640-55240	
Electrical Inspector (HG)	4	20700-26600	40640-54140	
Electrical Inspector	13	16650-23200	36140-46640	25% posts will be on HG
Deputy Electrical Inspector(HG)	18	13610-20700	24040-36140	
Deputy Electrical Inspector	37	12250-19800	21240-34500	1/3 rd posts will be on H.G
Assistant Electrical Inspector	106	11070-18450	20740-33680	
Instrument Mechanic	1	6680-10790	11620-18740	
Skilled Assistant (Sr. Gr)		7990-12930	13900-22360	
Skilled Assistant (HG)	23	6680-10790	11620-18740	Ratio is 1:1:1
Skilled Assistant	23	5250-8390	9190-14620	
Common Category				
Administrative Assistant	2	12250-19800	22360-35320	
Confidential Assistant (Sel. Gr.)	1	11070-18450	19240-32110	
Senior Superintendent	5	10790-18000	18740-31360	
Junior Superintendent	6	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Confidential Assistant (Sr. Gr.)	1	9190-15510	16180-27140	

Designation	No. of post	Existing Scale of pay	Proposed Scale of pay	Remarks
Head Clerk	14	8390-13270	14620-23480	
Typist Selection Grade	3	8390-13270	14620-23480	
Typist Senior Grade	3	7990-12930		
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
Upper Division Clerk	47	6680-10790	13210-20740	
U.D Typist	7	6680-10790	13210-20740	
Librarian Gr. IV	1	6680-10790	11620-18740	
Confidential Assistant Gr. II	2	6080-9830	10480-17420	
Driver Gr. I	1	6080-9830	10480-17420	
Binder Gr. I	1	5650-8790	9940-15380	
Lower Division Clerk	47	5250-8390	9940-15380	
L.D Typist	7	5250-8390	9940-15380	
Driver Gr. II	3	5250-8390	9190-14620	
Binder G. II	1	4750-7820	8960-13210	
Clerical Attender	1	4630-7000	8730-12550	
Class IV Employee Gr. I	12	4630-7000	8730-12550	
Class IV Employee Gr. II	26	4510-6230	8500-12220	
Night Watcher	2	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Administrative Officer	1	12930-20250	22360-35320	
Accounts Officer	1	12930-20250	22360-35320	
Law Officer	1	12930-20250	22360-35320	
Total	427			

No. of Part-Time Contingent employees – 16; No. of Women employees including Part-Time -123.

7.21. ENQUIRY COMMISSIONER AND SPECIAL JUDGE

7.21.1. This Judicial Institution is engaged in the adjudication and disposal of cases under Sections 7 to 13 of the Prevention of Corruption Act 1988, charged by the State Vigilance Department. At present there are four Enquiry Commissioners and Special Judges in the State which are functioning at Thiruvananthapuram, Kozhikode, Kottayam and Thrissur. The Enquiry Commissioner and Special Judges are Dist. Judges appointed on deputation basis from the Judiciary. The Enquiry Commissioner and Special Judge Thiruvananthapuram is the co-ordinator of the unit system comprising the four offices of Enquiry Commissioner and Special Judges and the two Vigilance Tribunals functioning at Thiruvananthapuram and Kozhikode. The ministerial staff of the offices of the Enquiry Commissioners and Special Judges and the Vigilance Tribunals are considered as a unit system for seniority, promotion, transfer etc. The

appointment of Assistants are from the common rank list for Secretariat, KPSC, Local Fund Audit Department etc. Manager is the ministerial head of each institution. The Manager in the unit of the Enquiry Commissioner and Special Judge Thiruvananthapuram is in the scale of pay of Rs.12930-20250 and Managers in other units are in the scale of pay of Rs.11910-19350.

- 7.21.2.** The Commission held discussion with the Officials concerned. The responsibilities of the Manager are almost equal to that of Sheristadars of District Courts. In the absence of Managers, there is no responsible officer to look after and supervise the functions of the office. Hence it is recommended that the post of Assistant Manager equivalent to that of Section Officer may be sanctioned in all the units. It is also recommended that future appointment to the ministerial posts be made from Judicial Subordinate Service.
- 7.21.3.** The senior most Manager will be placed in the scale of pay corresponding to Rs.12930-20250.
- 7.21.4.** The Managers who have completed 20 years of total service may be given scale of pay corresponding to Rs.16650-23200 as personal scale.
- 7.21.5.** Normal revision is recommended to all other posts.
- 7.21.6.** The categories of posts with the existing and the proposed scales of pay are given below:

Desigantion	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Enquiry Commissioner and Special Judge	4	NJPC	NJPC	
Manager	4	11910-19350	20740-33680	The senior most Manager will be placed in the scale of pay corresponding to Rs.12930-20250.
Assistant (Sel. Gr.)	3	9590-16650	16980-29180	Assistant Sel. Gr. re-designated as Assistant Section Officer. The exiting ratio will continue.
Assistant (Sr. Gr.)	4	9190-15510	16180-27140	
Assistant	7	7990-12930	13900-22360	
Typist Gr. II	5	6080-9830	10480-17420	
Common Category				
Selection Grade Typist	1	8390-13270	14620-23480	
Typist Sr. Gr.	2	7990-12930		
L.D Typist	1	5250-8390	9940-15380	
Confidential Assistant (Sel. Gr.)	1	11070-18450	19240-32110	
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
Confidential Assistant Gr. II	2	6080-9830	10480-17420	
Driver Gr. II	4	5250-8390	9190-14620	

Desigantion	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Duffedar Gr. II	4	4630-7000	8730-12550	
Class IV Employee Gr. II	8	4510-6230	8500-12220	
Sweeper-Cum-Watchman	4	4510-6230	8500-12220	
Total	55			

No. of Part-Time Contingent employees- 1; No. of Women employees including Part-Time – 20;

7.22. ENTRANCE EXAMINATIONS

- 7.22.1.** The Commissionerate for Entrance Examinations started functioning under the administrative control of Higher Education Department in 1983. It conduct entrance examinations and selection of candidates for admission to professional courses. All staff except Data Entry Operator and one Part Time Sweeper are on deputation from various Departments.
- 7.22.2.** The Commission recommends to enhance the scale of pay of the Data Entry Operator corresponding to the scale of pay of Rs.8390-13270.
- 7.22.3.** The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Commissioner	1	IAS	46640-58640	
Data Entry Operator	1	6680-10790	14620-23480	
Common Category				
Senior Superintendents	2	10790-18000	18740-31360	
Information Officer	1	10790-18000	18740-31360	
Confidential Assistant	1	6080-9830	10480-17420	
Typist	3	5250-8390	9940-15380	
Class IV Employee Gr. II	6	4510-6230	8500-12220	
Night Watchman	1	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Joint Commissioner	2	23200-31150-	40640-54140	
Finance Officer	1	12930-20250	22360-35320	
Technical Assistants	4	11070-18450	19240-32110	
Personal Assistant	1	12250-19800	21240-34500	
Assistant	6	7990-12930	13900-22360	
Programming Officer	1	16650-23200	29180-40640	
Systems Manager	1	16650-23200	29180-40640	
Systems Analyst	1	11910-19350	20740-33680	
System Assistant	5	9190-15510	16180-27140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
DTP Operator/ Data Entry Operator	3	6680-10790	11620-18740	
Total	41			

No. of Part-Time Contingent employees - 1; No. of Casual/Contract/Daily waged employees - 1;
No. of Women employees including Part-Time - 8.

7.23. EXCISE

7.23.1. The Excise Commissioner encadred from the IAS is the Head of the Department. He is assisted by an Additional Commissioner and a Vigilance Officer who are also drawn from the All India Service. The major function of this department involves enforcement of Abkari Act & Rules of the State, collection of Excise Revenue and prevention of distillation and sale of illicit liquor. The Department also enforces the Narcotic Drugs and Psychotropic Substances Act 1985 and Rules thereon.

7.23.2. The representatives of various Service Organisations appeared before the Commission and presented their demands. The Commission also held discussion with the Head of the Department. After considering all aspects the Commission makes the following recommendations:

- (i) The Joint Commissioner of Excise/Senior Grade Deputy Commissioner may be placed in the revised scale of pay of Rs.42640-55240.
- (ii) Deputy Commissioner of Excise and Assistant Excise Commissioner/Assistant Secretary (HG) may be placed in the scale of pay corresponding to Rs.23200-31150 and Rs.20700-26600 respectively.
- (iii) The scale of pay of the following posts may be revised to the corresponding scales of pay noted against each.
 - a. Excise Guard Rs.6080-9830
 - b. Preventive Officer Rs.7990-12930
 - c. Assistant Excise Inspector Rs.9190-15510
 - d. Excise Inspector Rs.9590-16650
 - e. Circle Inspector Rs.11910-19350
 - f. Assistant Excise Commissioner Rs.13610-20700
- (iv) Manager/Excise Circle Inspector/Superintendent (HG) may be placed in the scale of pay corresponding to the Rs.12250-19800. (Ratio 20%)

- (v) The possibility of earmarking 10% posts of Preventive officer, Assistant Excise Inspector and Excise Inspector to the eligible candidates in the categories of Typists, Confidential Assistants and Class IV staff may be considered.
- (vi) The question of creating necessary ministerial staff in the Department may be considered by the Government.
- (vii) The scale of pay of Excise Driver may be equated to that of their counterparts in the Police Department.
- (viii) Day off allowance may be given to staff posted for special drive during festival season.

7.23.3. Normal revision is recommended to all other categories.

7.23.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Excise Commissioner	1			IAS
Additional Excise Commissioner	2			IAS -1 IPS -1
Vigilance Officer	1			IAS
Joint Excise Commissioner / Senior Grade Deputy Excise Commissioner	6	23200-31150	42640-55240	
Deputy Excise Commissioner	14	20700-26600	40640-54140	
Assistant Excise Commissioner / Assistant Secretary HG	23	16650-23200	36140-46640	
Assistant Excise Commissioner / Assistant Secretary		12930-20250	24040-36140	20% of the post on HG
Manager/Excise Circle Inspector/Superintendent HG	134	11910-19350	21240-34500	
Manager/Excise Circle Inspector/Superintendent		10790-18000	20740-33680	20% of the post on HG
Excise Inspector	303	8390-13270	16980-29180	
Assistant Excise Inspector	80	7990-12930	16180-27140	
Preventive Officer	988	6680-10790	13900-22360	
Excise Guard	2895	5250-8390	10480-17420	
Van Cleaner	1	4510-6230	8500-12220	
Common Category				
Driver	240	5250-8390	9190-14620	
Selection Grade Typist	3	8390-13270	14620-23480	Re-designated as Sel.

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Senior Grade Typist	6	7990-12930		Gr. Typist.
U D Typist	11	6680-10790	13210-20740	
L D Typist	23	5250-8390	9940-15380	
Class IV Employees Gr. II	71	4510-6230	8500-12220	
Posts held by Personnel of other Departments				
Administrative Officer	2	12930-20250	22360-35320	
Law Officer	1	12930-20250	22360-35320	
Mechanical Engineer	1	11070-18450	19240-32110	
Finance Officer	1	12930-20250	22360-35320	
Total	4807			

No. of Part time Contingent employees -200; No. of Casual/Contract/Daily Waged employees -10;
No. of Women employees -330.

7.24. FACTORIES AND BOILERS

- 7.24.1.** The Department of Factories and Boilers is the agency of Government to ensure safety, welfare and health of individuals/factory workers. The Department administers the Factories Act 1948, the Indian Boilers Act 1923, the Payment of Wages Act 1936, the Dangerous Machines (Regulations) Act 1983, the Environment (Protection) Act 1986, the Storage and Import of Hazardous Chemical Rules 1989, the Labour Laws Act 1988 etc. The Director of Factories and Boilers is the Head of the Department. The Department has two tier administrative setup, viz. the Enforcement Wing and the Health & Safety Advisory Wing.
- 7.24.2.** The Commission held discussion with the Service Organisations as well as the Head of the Department and make the following recommendations:
- (i) The post of Director may be placed in the revised scale of pay of Rs.42640-55240.
 - (ii) The post of Senior Joint Director may be placed in the scale of pay corresponding to Rs.23200-31150.
 - (iii) The posts of Joint Director of Factories & Boilers and Joint Director of Factories & Boilers (Medical) may be placed in the scale of pay corresponding to Rs.20700-26600.
 - (iv) The benefits available to Medical Officers in Health Services and Insurance Medical Services may be extended to the Medical Officers in the Department of Factories & Boilers also.
 - (v) Government may create one post of Joint Director as the promotion post of Technical Officer (Chemical).

7.24.3. Corresponding normal revision is recommended to all other posts.

7.24.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director of Factories & Boilers	1	23200-31150	42640-55240	
Senior Joint Director of Factories & Boilers	1	20700-26600	40640-54140	
Joint Director of Factories & Boilers	3	16650-23200	36140-46640	
Joint Director of Factories & Boilers(Medical)	1	16650-23200	36140-46640	
Inspector of Factories & Boilers Gr. I	8	13610-20700	24040-36140	
Technical Officer(Chemical)	1	13610-20700	24040-36140	
Inspector of Factories & Boilers Gr. II	18	11070-18450	20740-33680	The existing ratio of 2:1 between Gr. II & Gr. I will continue.
Additional Inspector of Factories(HG)	8	11070-18450	19240-32110	
Additional Inspector of Factories	17	10790-18000	18740-31360	The existing ratio of 2:1 between lower grade & higher grade posts will continue.
Head Statistician	1	10790-18000	18740-31360	
Technical Assistant (Chemical)	1	11070-18450	20740-33680	
Chemical Inspector	4	11070-18450	19240-32110	
Medical Officer	4	11910-19350	24040-36140	
Head Draftsman	1	11070-18450	19240-32110	
Draftsman Gr. I	3	7990-12930	13900-22360	
Draftsman Gr. II	3	6680-10790	11620-18740	
Nursing Assistant Gr. II	1	4630-7000	8730-12550	
Lab Assistant	1	4630-7000	8730-12550	
Lab Attendant	1	4630-7000	8730-12550	
Common Category				
Senior Superintendent	3	10790-18000	18740-31360	
Junior Superintendent	6	9190-15510	16180-27140	
Head Accountant/Head Clerk	1	8390-13270	14620-23280	
Upper Division Clerk	50	6680-10790	13210-20740	
Lower Division Clerk/Clerk Typist	51	5250-8390	9940-15380	
Confidential Assistant Sel. Gr.	1	11070-18450	19240-32110	
Confidential Assistant Sr. Gr.	1	9190-15510	16180-27140	
Confidential Assistant Gr.	2	7990-12930	13900-22360	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Confidential Assistant Gr. II	2	6080-9830	10480-17420	
Typist Selection Grade	1	8390-13270	14620-23280	
Typist Senior Grade	1	7990-12930		
Upper Division Typist	2	6680-10790	13210-20740	
Lower Division Typist	2	5250-8390	9940-15380	
Computer Operator	1	8390-13270	14620-23280	
Librarian Gr. IV	1	6680-10790	11620-18740	
Driver Senior Grade	1	6680-10790	11620-18740	
Driver Grade I	3	6080-9830	10480-17420	
Driver Grade II	4	5250-8390	9190-14620	
Roneo Operator	1	4750-7820	8960-13210	
Class IV Employee (HG)	18	4630-7000	8730-12550	
Class IV Employee Gr. II/Night Watchman	36	4510-6230	8500-12220	
Full Time Sweeper	1	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Administrative Officer	1	12930-20250	22360-35320	
Finance Officer	1	12930-20250	22360-35320	
Chemist	1	7480-11910	13210-20740	
Total	270			

No. of Part Time Contingent employees- 16; No of Casual/Contract/Daily waged employees - 6;
No. of Women employees including Part-Time - 84.

7.25. FIRE & RESCUE SERVICES

7.25.1. The Fire & Rescue Services Department came into existence consequent to the bifurcation of Police Department in 1963. In the present scenario, the Department has a pivotal role in co-ordinating the rescue operations during accidents, natural calamities, riots and in combating fire outbreaks. The Department is divided into three zones for administrative convenience. The department is headed by the Commandant General, drawn from IPS cadre.

7.25.2. The Commission held discussion with the representatives of various Service Organisations as well as the Head of the Department and makes the following recommendations:

- (i) The Director (Technical) may be placed in the revised scale of pay of Rs.42640-55240.
- (ii) The Deputy Director (Administration) may be placed in the scale of pay corresponding to Rs.23200-31150.

- (iii) Two posts of Divisional Officers will be placed in Senior Grade in the scale of pay corresponding to Rs.20700-26600. Divisional Officer may be placed in the scale of pay corresponding to Rs.13610-20700.
- (iv) The post of Senior Superintendent in the 3 Divisional Offices may be upgraded to that of Administrative Assistant.
- (v) The Assistant Divisional Officer is recommended normal revision. It has been brought to the notice of the Commission that no ministerial posts have been sanctioned for Assistant Divisional Offices. The ministerial works in the Assistant Divisional Offices are being done by clerks drawn from Fire Stations. This causes difficulties in the Fire Stations. Hence posts of three Clerks and one Head Clerk may be sanctioned in the Assistant Divisional Offices.
- (vi) The Station Officer may be allowed the scale of pay equivalent to that of Sub Inspector of Police.
- (vii) The Assistant Station Officer may be placed in the scale of pay corresponding to that of ASI of Police.
- (viii) Fireman may be allowed scale parity with Police Constable. This may be extended to Fireman Driver-cum-Pump Operator Gr. II also.
- (ix) Fireman Driver-cum-Pump Operator Grade I, Driver Mechanic and Leading Fireman may be allowed the scale of pay corresponding to Rs.7480-11910, by giving parity with Police Driver Grade I.
- (x) Uniform allowance may be sanctioned equal to the rates available to the Police Personnel.
- (xi) Risk allowance entitled to the Fire Force personnel is admissible at the rates shown in the chapter dealt with allowance. The Fire Force Personnel may be brought under insurance coverage in view of the risk involved with their job.

The Commission makes it clear that the enhanced pay scales are recommended in view of the arduous and risky nature of work of the Fire Force Personnel. This will not be a right on the part of employees of other Departments who are in the same scales of pay for claiming the enhanced pay scales, as awarded to Fire Force personnel.

7.25.3. Corresponding normal revision may be allowed to all other posts.

7.25.4. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
Commandant General	1	IPS		
Director (Technical)	1	23200-31150	42640-55240	

Designation	No. of posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
Deputy Director (Administration)	1	20700-26600	40640-54140	
Divisional Officer (Sr. Gr.)	1	20700-26600	36140-46640	2 out of the total 3 posts may be placed in Senior Grade
Divisional Officer	2	12930-20250	24040-36140	
Assistant Divisional Officer (HG)	2	11910-19350	20740-33680	20% of ADO will be in HG
Assistant Divisional Officer	13	10790-18000	18740-31360	
Station Officer	91	8390-13270	16980-29180	
Assistant Station Officer	101	7480-11910	16180-27140	
Leading Fireman	366	6680-10790	13900-22360	
Driver Mechanic	91	6680-10790	13900-22360	
Fireman Driver-cum-Pump Operator Gr. I	368	6680-10790	13900-22360	
Fireman Driver-cum-Pump Operator Gr. II	353	5250-8390	10480-17420	
Fireman	2136	5250-8390	10480-17420	
Common Category				
Manager	1	12930-20250	22360-35320	
Senior Superintendent	4	10790-18000	18740-31360	
Junior Superintendent	5	9190-15510	16180-27140	
Head Accountant	1	8390-13270	14620-23480	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Confidential Assistant Sr. Gr.	1	9190-15510	16180-27140	
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
UD Clerk	63	6680-10790	13210-20740	
LD Clerk	65	5250-8390	9940-15380	
LD Typist	17	5250-8390	9940-15380	
UD Typist	15	6680-10790	13210-20740	
Senior Grade Typist	4	7990-12930	14620-23480	Re-designated as Sel. Gr. Typist.
Selection Grade Typist	4	8390-13270		
Night Watcher	4	4510-6530	8500-12220	
Record Keeper	1	5250-8390	9190-14620	
Cook	1	4510-7480	8500-12220	
Water Carrier	1	4510-7480	8500-12220	
Posts held by Personnel of other Department				
Administrative Officer	1	12930-20250	22360-35320	
Total	3717			

No. of Casual/Contract/Daily Waged employees -13; No. of Women employees including Part-Time - 109.

7.26. FISHERIES

- 7.26.1.** Since its inception in 1956, the Fisheries Department plays a vital role in the development of fisheries activities both marine and inland. The Department undertakes various schemes for increasing the fish production in the State and imparting training to the fisher folk in modernized fishing techniques and in providing credit facilities through Fishermen's Co-operative Societies. There are several Research Centres, Fisheries Stations, Fisheries Technical Schools and Fishing Ports functioning under this Department.
- 7.26.2.** The Director, who belongs to IAS cadre is the Head of the Department and there are 3 Regional Offices, each under the control of a Joint Director.
- 7.26.3.** The Commission examined revision of pay scales of various posts in the Department, after holding discussion with the Head of the Department. Considering all the points raised in the discussion, the Commission recommends as follows:
- (i) The posts of Additional Director may be placed in the revised scale of pay of Rs.42640-55240 and Joint Director may be placed in the scale of pay corresponding to Rs.20700-26600.
 - (ii) 20% of the posts of Deputy Director may be allowed Higher Grade corresponding to the scale of pay of Rs.16650-23200.
 - (iii) The post of Research Assistant may be awarded the scale of pay corresponding to Rs.8790-13610.
 - (iv) The post of Aqua Culture Expert in the scale of pay of Rs.10790-18000 (19 posts) may be included in the schedule of posts as their salary is met by Fisheries Department. Corresponding revision may be allowed for the post.
 - (v) Considering the risk and the responsibility of employees engaged in sea patrolling and sea rescue operations, risk allowance is recommended to all staff of Marine Enforcement Wing. The question of bringing them under compulsory insurance scheme may be considered by the Govt.
 - (vi) Government may consider reorganisation of the Department of Fisheries and to amend the Special Rules so as to attract highly qualified professionals to this Department, as recommended by the 8th Pay Revision Commission.
- 7.26.4.** The Commission recommends corresponding revision to all other posts in the Department.
- 7.26.5.** The categories of posts in the Department with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	IAS		
Additional Director	1	23200-31150	42640-55240	
Joint Director	6	16650-23200	36140-46640	
Deputy Director	16	13610-20700	24040-36140	20% of the posts will be on HG on Rs.29180-40640.
Assistant Director/CEO/Project Officer	24	12250-19800	21240-34500	
Deputy Registrar of Co-operative Societies (Fisheries)	1	12250-19800	21240-34500	
Assistant Registrar of Co-operative Societies (Fisheries)	7	11070-18450	19240-32110	
Fresh Water Biologist	1	10790-18000	18740-31360	
Extension Officer	60	10790-18000	18740-31360	
Aqua Culture Expert	19	10790-18000	18740-31360	
Fishery Development Officer Gr. I	28	9190-15510	16180-27140	
Senior Co-operative Inspector	14	9190-15510	16180-27140	
Foreman/Senior Mechanical Instructor(HG)	3	9190-15510	16180-27140	
Foreman/Senior Mechanical Instructor	13	8390-13270	14620-23480	20%of the posts will be on HG
Fishery Development Officer Grade II	11	8390-13270	14620-23480	
Research Assistant	7	8390-13270	15380-24040	
Curator	1	8390-13270	14620-23480	
Assistant Extension Officer	10	8390-13270	14620-23480	
Inspector of Fisheries	26	8390-13270	14620-23480	
Technical Assistant	22	8390-13270	14620-23480	
Fish Cultural Officer	3	8390-13270	14620-23480	
Fish Farm Manager	1	8390-13270	14620-23480	
Mechanical Instructor Grade I	6	7990-12930	13900-22360	
Mechanical Instructor Grade II	5	6680-10790	11620-18740	
Sub Inspector of Fisheries	86	6680-10790	11620-18740	
Instructor in Gear Making	1	6680-10790	11620-18740	
Instructor in Wood Work	1	6680-10790	11620-18740	
Laboratory Assistant	2	6680-10790	11620-18740	
Mechanic	7	5250-8390	9190-14620	
Nursery Keeper	3	5250-8390	9190-14620	
L.D Investigator	5	5250-8390	9190-14620	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Lascar Grade II	9	4750-7820	8960-13210	
Cook	17	4750-7820	8960-13210	
Tindal Cum Driver	2	4750-7820	8960-13210	
Ticket Collector	2	4750-7820	8960-13210	
Fisherman cum Watchman	41	4630-7000	8730-12550	
Petty Yard Officer	8	4630-7000	8730-12550	
Laboratory Attender	2	4630-7000	8730-12550	
Oil man	1	4630-7000	8730-12550	
Mess Boy/Mess Girl	9	4510-6230	8500-12220	
Deckman	7	4510-6230	8500-12220	
Regional Fisheries Technical High School				
Headmaster	9	11070-18450	20740-33680	
High School Assistant	50	8390-13270	14620-23480	
Warden cum Tutor	10	5250-8390	9190-14620	
Common Category				
Administrative Assistant	4	12250-19800	22360-35320	
Senior Superintendent	3	10790-18000	18740-31360	
Junior Superintendent	19	9190-15510	16180-27140	
Fair Copy Superintendent	2	9190-15510	16180-27140	
Head Clerk	10	8390-13270	14620-23480	
Selection Grade Typist	12	8390-13270	14620-23480	
U.D. Clerk	78	6680-10790	13210-20740	
U.D Typist	14	6680-10790	13210-20740	
Confidential Assistant	9	6080-9830	10480-17420	
L.D. Clerk	78	5250-8390	9940-15380	
L.D Typist	14	5250-8390	9940-15380	
Clerk Typist	15	5250-8390	9940-15380	
Driver	26	5250-8390	9190-14620	
Driver-cum-Operator	1	5250-8390	9190-14620	
Binder Grade II	1	4750-7820	8960-13210	
Attender Gr. II	1	4630-7000	8730-12550	
Class IV Employee Gr. I	198	4510-6230	8500-12220	
Watchman/Cleaner	53	4510-6230	8500-12220	
Full-time Sweeper	9	4510-6230	8500-12220	
Miscellaneous Category				
Boat Driver/Engine Driver	5	5250-8390	9190-14620	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Boat Syrang	4	5250-8390	9190-14620	
Roneo Operator	1	4750-7820	8960-13210	
<i>Posts held by personnel of other Departments</i>				
Senior Administrative Officer	1	20700-26600	36140-46640	
Superintendent of Police (Marine Enforcement)	1	23200-31150	40640-54140	
Senior Finance Officer	1	20700-26600	36140-46640	
Deputy Director (Statistics)	2	13610-20700	24040-36140	
Law Officer	1	12930-20250	22360-35320	
Chief Guards	1	12930-20250	24040-36140	
Research Officer (Statistics)	1	11070-18450	19240-32110	
Inspector of Guards	3	10790-18000	20740-33680	
Sub Inspector of Guards	6	9190-15510	16980-29180	
Research Assistant	2	8390-13270	14620-23480	
Head Guard	12	7480-11910	13900-22360	
Statistical Assistant Grade I	1	6680-10790	13900-22360	
Guard	38	6080-9830	10480-17420	
Statistical Assistant Grade II	1	5250-8390	11620-18740	
Total	1186			

No. of Part- Time Contingent Employees- 60; No. of Women Employees including Part-Time- 271.

7.27. FORESTS

- 7.27.1.** The main tasks of the Forest Department are Forest & Wild Life Protection, Forest development & maintenance, Environmental protection, implementation of the Forest Act and Rules, Resource mobilization etc. The Head of the Department is the Principal Chief Conservator of Forests.
- 7.27.2.** The Commission held discussion with various Service Organisations and the Head of the Department. Accordingly the following recommendations are made:
- (i) The posts of Deputy Conservator of Forests (Non-cadre) and the Economist may be placed in the scale of pay corresponding to Rs.23200-31150.
 - (ii) The protection of forests is vested with the Forest Protective Staff. Majority of the staff will be in the dense forest under very adverse circumstances and climatic conditions, away from their families. Considering the hazardous nature of their job in the forest, the Deputy Ranger, Forester and Forest Guard may be placed in the scale

of pay corresponding to Rs.8390-13270, Rs.7480-11910 and Rs.6080-9830 respectively.

- (iii) The staff working in Reserve Forests and Sanctuaries/National Parks may also be allowed risk allowance as applicable to the staff working in Marayur.
- (iv) The teaching and non-teaching staff working in two Forest Schools at Arippa as well as Walayar may be granted Special Allowance @ Rs.80/- per month and Rs.50/- per month respectively.
- (v) The suggestion of the Head of the Department to allow medical reimbursement facilities to the Forest Officer for undergoing medical treatment in private hospitals in the vicinity of forest areas consequent on sudden illness or on sustaining injuries by attacks of organized gangs or animals may be considered.
- (vi) The Boat Drivers in Thekkady may be sanctioned Special Allowance @ Rs.50/- per month.
- (vii) Enhanced rates of Day off Allowance may be sanctioned to the Drivers at the same rate as applicable to the Forest Guard.
- (viii) The Elephant Mahouts/Cavadies may be allowed enhanced rate of risk allowance @ Rs.500/- per month. They may be brought under insurance coverage.

7.27.3. Normal revision is recommended to all other posts.

7.27.4. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Principal Chief Conservator of Forests (Head of Forest Force)	1	IFS		
Principal Chief Conservator of Forests	2	IFS		
Additional Principal Chief Conservator of Forests	4	IFS		
Chief Conservator of Forests	20	IFS		
Conservator of Forests	16	IFS		
Deputy Conservator of Forests	32	IFS		
Deputy Conservator of Forest (Non-Cadre)		20700-26600	40640-54150	
Economist	1	20700-26600	36140-46640	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Assistant Conservator of Forests	101	12930-20250	22360-35320	The ratio between Deputy Conservator of Forests and Assistant Conservator of Forests will be 1:3.
Divisional Forest Officer		12930-20250	22360-35320	
Wild Life Warden		12930-20250	22360-35320	
Deputy Director (Wild Life Education)	3	12930-20250	22360-35320	
Ranger and equated category	204	11070-18450	19240-32110	
Wild Life Assistant Sr. Grade	3	11910-19350	20740-33680	
Assistant Forest Publicity Officer	3	9190-15510	16180-27140	
Wild Life Assistant Grade I	3	9190-15510	16180-27140	The existing ratio of 1:1:1 among Senior Grade, Gr. I and Gr. II Wild Life Assistants will continue.
Wild Life Assistant Grade II	4	7990-12930	13900-22360	
Deputy Ranger	138	7480-11910	14620-23480	
Curator of Museum	1	7480-11910	13210-20740	
Forester	860	6680-10790	13210-20740	
Forest Guard	2404	5250-8390	10480-17420	
Boat Driver	12	5250-8390	9190-14620	
Timber Supervisor	1	4750-7820	8960-13210	
Documentation Officer	1	4750-7820	8960-13210	
Elephant Mahouts/Cavadies	26	4750-7820	8960-13210	
Darkroom Attender	1	4630-7000	8730-12550	
Boat Watcher	6	4510-6230	8500-12220	
Boat Cleaner	3	4510-6230	8500-12220	
Boat Lascar	4	4510-6230	8500-12220	
Boat Syrang	1	4510-6230	8500-12220	
Tracker-cum-Gardner	3	4510-6230	8500-12220	
Gardner-cum-Marker	1	4510-6230	8500-12220	
Cook	1	4510-6230	8500-12220	
Assistant Cook	1	4510-6230	8500-12220	
Museum Assistant	1	4510-6230	8500-12220	
Chowkidar	1	4510-6230	8500-12220	
Depot Watcher/Reserve Watcher	262	4510-6230	8500-12220	
Plantation Watcher cum Cook	8	4510-6230	8500-12220	
Sanitation Worker	1	4510-6230	8500-12220	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
<i>Common Category</i>				
Senior Administrative Assistant	9	12930-20250	24040-36140	
Administrative Assistant	12	12250-19800	22360-35320	
Senior Superintendent (And Equated posts like Manager)	34	10790-18000	18740-31360	
Junior Superintendent (And Equated posts like Manager)	71	9190-15510	16180-27140	
Faircopy Superintendent	8	9190-15510	16180-27140	
Head Clerk/Head Accountant	74	8390-13270	14620-23480	
U.D.Clerk	437	6680-10790	13210-20740	
L.D.Clerk	437	5250-8390	9940-15380	
Personal Assistant	3	11070-18450	19240-32110	
Confidential Assistant Sel. Grade	9	11070-18450	19240-32110	
Confidential Assistant Sr. Grade	10	9190-15510	16180-27140	
Confidential Assistant/Steno Typist. Grade I	10	7990-12930	13900-22360	
Confidential Assistant/Steno Typist. Grade II	10	6080-9830	10480-17420	
Typist (Selection Grade)	22	8390-13270	14620-23480	
Typist (Senior Grade)	22	7990-12930	13900-22360	
Upper Division Typist	44	6680-10790	13210-20740	
Lower Division Typist	45	5250-8390	9940-15380	
Driver Senior Grade	44	6680-10790	11620-18740	
Driver Grade I	90	6080-9830	10480-17420	
Driver Grade II	90	5250-8390	9190-14620	
Binder Grade II	2	4750-7820	8960-13210	
Class IV Employees Grade I	138	4630-7000	8730-12550	
Class IV Employees Grade II	281	4510-6230	8500-12220	
Attender Grade I	6	4750-7820	8960-13210	
Attender Grade II	12	4630-7000	8730-12550	
<i>Posts held by personnel of other Departments</i>				
Economics and Statistics				
Research Officer	1	11070-18450	19240-32110	
Deputy Director	1	13610-20700	24040-36140	
Statistical Officer	1	10790-18000	18740-31360	
Research Assistant	2	8390-13270	14620-23480	
Statistical Assistant Gr. I	31	6680-10790	13900-22360	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Statistical Assistant Gr. II	13	5250-8390	11620-18740	
Survey and Land Records				
Assistant Director	1	12250-19800	21240-34500	
Superintendent of Survey	2	10790-18000	18740-31360	
Head draftsman	2	9590-16650	16980-29180	
Head surveyor	2	9590-16650	16980-29180	
Draftsman Grade I	48	7990-12930	13900-22360	
Draftsman Grade II	29	6680-10790	11620-18740	
Surveyor Grade I	17	7990-12930	13900-22360	
Surveyor Grade II	49	6680-10790	11620-18740	
Survey Lascar	11	4510-6230	8500-12220	
Judiciary				
Tribunal Judge	1	NJPC	NJPC	
Secretariat				
Joint Secretary	1	23200-31150	40640-54140	
Senior Administrative Officer	1	20700-26600	36140-46640	
Senior Finance Officer	1	20700-26600	36140-46640	
Section Officer	1	10790-18000	18740-31360	
Public Relations Officer	1	12250-19800	21240-34500	
Legal Assistant	1	8390-13270	14620-23480	
Photographer-cum- Artist	1	7480-11910	13210-20740	
Confidential Assistant	1	6080-9830	10480-17420	
Class IV Employee Gr. II	1	4510-6230	8500-12220	
AG's Office				
Finance Manager	1	Central Scale	Central Scale	
Animal Husbandry				
Forest Veterinary Officer	1	12250-19800	21240-34500	
Assistant Veterinary Officer	2	11070-18450	20740-33650	
PWD				
Head Draftsman	2	11070-18450	20740-33680	
Draftsman Grade I	48	7990-12930	13900-22360	
Draftsman Grade II	29	6680-10790	11620-18740	
Police				
Circle Inspector	2	10790-18000	20740-33680	
Sub Inspector	4	9190-15510	16980-29180	
Head Constable	22	7480-11910	13900-22360	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Constable	110	6080-9830	10480-17420	
P.T Instructor	6	7480-11910	13900-22360	
Health Services				
Pharmacist	2	6680-10790	11620-18740	
Nursing Assistant	1	4630-7000	8960-13210	
Hospital Attender	1	4510-6230	8500-12220	
Kerala Water Authority				
Pump Operator	1	5250-8390	9190-14620	
Total	6506			

No. of Part-Time Contingent Employees –197; No. of Women Employees including Part-Time – 700.

7.28. GROUND WATER

- 7.28.1.** The State Ground Water Department started functioning as an independent Department in 1978. This Department is the nodal agency for technical and infrastructure support to ensure optimum development of the ground water resources of the State.
- 7.28.2.** The Department is headed by a Director, who is assisted by a Superintending Hydrogeologist. There are drilling units in 14 Districts and three Analytical Laboratories at Thiruvananthapuram, Ernakulam and Kozhikode and a Central Workshop and Store at Kollam.
- 7.28.3.** The Commission held discussion with the Service Organisations as well as with the Head of the Department and makes the following recommendations:
- (i) The posts of Superintending Hydrogeologist, the Superintending Engineer and the Chief Chemist may be placed in the revised scale of pay of Rs.42640-55240.
 - (ii) The posts of Senior Hydrogeologist, Senior Geophysicist, Executive Chemist and Executive Engineer may be placed in the revised scale of pay of Rs.32110-44640.
 - (iii) One post of the Geophysicist may be upgraded in the grade of Superintending Geophysicist and placed in the revised scale of pay of Rs.42640-55240.
 - (iv) The Geophysical wing of the Department may be re-structured as follows :

Existing No. of Posts	Name of Post	Recommended No. of Posts
15	Junior Geophysicist (11070-18450)	10
03	Geophysicist (12250-19800)	07

02	Senior Geophysicist (20700-26600)	02
Nil	Superintending Geophysicist (25400-31100)	01
20	Total	20

- (v) The existing ratio for promotion to the post of District Officer among Hydrogeologist, Executive Engineer and Geophysicist is 7:6:1. This has resulted in superceding the Seniority of Geophysicists by juniors in the branches of Hydrogeology and Engineering. As a relief measure, the cadre strength of the category of Geophysicists may be enhanced by adding one more post of district level officer for which the ratio may be revised as 6:6:2 among Hydrogeologists, Executive Engineers and Geophysicists.
- (vi) The posts of Master Driller and Senior Driller may be placed in the scale of pay corresponding to Rs.10790-18000 and Rs.9590-16650 respectively and the post of Master Driller may be re-designated as Field Officer (Drilling).
- (vii) The posts of Foreman /Store-in-Charge may be placed in the scale of pay corresponding to Rs.8390-13270.
- (viii) The posts of Geological Assistant, Geophysical Assistant and Chemical Assistant may be placed in the scale of pay corresponding to Rs.7990-12930. Necessary amendments to the Special Rules may be made.

7.28.4. Normal revision is recommended to all other posts.

7.28.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	25400-33100	44640-56340	
Superintending Hydrogeologist	2	23200-31150	42640-55240	
Superintending Engineer	2	23200-31150	42640-55240	
Chief Chemist	1	23200-31150	42640-55240	
Senior Hydrogeologist	9	16650-23200	32110-44640	
Senior Geophysicist	2	16650-23200	32110-44640	
Executive Chemist	3	16650-23200	32110-44640	
Executive Engineer (Design/Hydrology/Sp & W)	8	16650-23200	32110-44640	
Assistant Executive Engineer (Design/Drilling/Hydrology/Sp & W) (HG)	5	13610-20700	24040-36140	1/3 rd of the posts will be in the HG
Assistant Executive Engineer	11	12250-19800	21240-34500	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
(Design/Drilling/Hydrology/Sp&W)				
Chemist	2	12250-19800	21240-34500	
Hydro Geologist	13	12250-19800	21240-34500	
Geophysicist	3	12250-19800	21240-34500	Ratio between Hydrogeologist, Executive Engineer and Geophysicist may be modified as 6:6:2.
Junior Chemist	3	11070-18450	19240-32110	
Junior Hydrogeologist	18	11070-18450	19240-32110	
Junior Geophysicist	15	11070-18450	19240-32110	
Assistant Engineer	19	11070-18450	20740-33680	
System Manager(IT)	1	11070-18450	19240-32110	
Master Driller	20	9590-16650	18740-31360	Re-designated as Field Officer (Drilling)
Senior Driller	30	9190-15510	16980-29180	
Foreman	1	7990-12930	14620-23480	
Store-in-charge	3	7990-12930	14620-23480	
Driller	53	7990-12930	13900-22360	
Drilling Mechanic	17	7990-12930	13900-22360	
Draftsman Gr. I	3	7990-12930	13900-22360	The ratio of 1:1 between Gr. I & Gr. II will continue
Draftsman Gr. II	4	6680-10790	11620-18740	
Surveyor Gr. I	3	7990-12930	13900-22360	
Geological Assistant	11	7480-11910	13900-22360	
Geophysical Assistant	1	7480-11910	13900-22360	
Chemical Assistant	2	7480-11910	13900-22360	
Motor Mechanic	2	7480-11910	13210-20740	
Store Assistant	1	7480-11910	13210-20740	
Surveyor Gr. II	3	6680-10790	11620-18740	The ratio of 1:1 between Gr. I & Gr. II will continue.
Compressor Driver	11	6080-9830	10480-17420	
Tractor Driver	1	6080-9830	10480-17420	
Electrician	3	5650-8790	9940-15380	
Tracer	2	5650-8790	9940-15380	
Welder	1	5250-8390	9190-14620	
Machinist	2	5250-8390	9190-14620	
Blacksmith	1	5250-8390	9190-14620	
Tinker	1	5250-8390	9190-14620	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Turner	1	5250-8390	9190-14620	
Fitter	1	5250-8390	9190-14620	
Drilling Assistant	96	5250-8390	9190-14620	
Pump Operator	2	5250-8390	9190-14620	
Cleaner	1	4750-7820	8960-13210	
Lab Attender	2	4630-7000	8730-12550	
Workshop Attender	1	4630-7000	8730-12550	
Worker	47	4510-6230	8500-12220	
<i>Common Category</i>				
Senior Superintendent	1	10790-18000	18740-31360	
Junior Superintendent	1	9190-15510	16180-27140	
Head Clerk	1	8390-13270	14620-23480	
Confidential Assistant Sel. Gr.	1	11070-18450	19240-32110	
Confidential Assistant.	2	6080-9830	10480-17420	
U.D. Clerk	21	6680-10790	13210-20740	
L.D. Clerk	26	5250-8390	9940-15380	
Selection Grade Typist	3	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Senior Grade Typist	3	7990-12930		
U.D. Typist	4	6680-10790	13210-20740	
L.D. Typist	9	5250-8390	9940-15380	
Binder Gr. I	1	5650-8790	9940-15380	
Driver	30	5250-8390	9190-14620	
Class IV Employee Gr. II	19	4510-6230	8500-12220	
Lascar	14	4510-6230	8500-12220	
Watcher	30	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Administrative Officer	1	12930-20250	22360-35320	
Senior Finance Officer	1	20700-26600	36140-46640	
Total	613			

No. of Part- Time Contingent Employees -14; No. of Contract/Casual/Daily Waged employees -16;
No. of Women employees including Part-Time - 75;

7.29. HARBOUR ENGINEERING

7.29.1. The Harbour Engineering Department was formed as an independent Department in 1982. The major activities include the Investigation, Design, Implementation and Management of Harbours and Landing Centres and Coastal infrastructure development like Roads, Bridges, Water Supply

Schemes, Buildings, Fishing Harbours, Fish Landing Centres, Minor Ports, and Coastal Tourism Works etc. The implementation of drinking water facilities, housing, total sanitation, fisheries schools, guide lights in the Coastal areas are also undertaken by the Harbour Engineering Department.

7.29.2. The Department was formed as a Service Department to the Ports and Fisheries Department and later the Department started functioning as one of the Service Departments of Tourism Department also. The Chief Engineer is the Head of the Department.

7.29.3. The Commission examined all the aspects, makes the following recommendations:

- (i) The post of Deputy Chief Engineer/Superintending Engineer may be placed in the revised scale of pay of Rs.42640-55240.
- (ii) The post of Executive Engineer (Higher Grade) may be placed in the scale of pay corresponding to Rs.23200-31150.
- (iii) The post of Executive Engineer may be placed in the scale of pay corresponding to Rs.20700-26600.

7.29.4. Normal revision is recommended to all other posts.

7.29.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Chief Engineer	1	25400-33100	44640-56340	
Deputy Chief Engineer/ Superintending Engineer	4	23200-31150	42640-55240	
Executive Engineer (HG)		20700-26600	40640-54140	Grade ratio as applicable in PWD
Executive Engineer	8	16650-23200	36140-46640	
Assistant Executive Engineer (HG)		13610-20700	24040-36140	
Assistant Executive Engineer/ Technical Assistant	28	12250-19800	21240-34500	Grade ratio as applicable in PWD
Assistant Engineer/Head Draftsman	61	11070-18450	20740-33680	
Draftsman Gr. I/Overseer Gr. I	60	7990-12930	13900-22360	Grade ratio as applicable in PWD
Mobile Crane Operator/Heavy Machine Operator	0	6680-10790	11620-18740	
Senior Mechanic	1	6680-10790	11620-18740	
Draftsman Gr. II/ Overseer Gr. II	61	6680-10790	11620-18740	Grade ratio as applicable in PWD
Crane Operator	2	5650-8790	9940-15380	
Tracer	10	5650-8790	9940-15380	
Draftsman Gr. III/Overseer Gr. III	33	5650-8790	9940-15380	
Master Gr. III	0	4750-7820	8960-13210	
Engine Driver Gr. III	0	4750-7820	8960-13210	

Designation	No of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Light Machine Operator	0	4750-7820	8960-13210	
Seaman	0	4750-7820	8960-13210	
Blue Printer	9	4630-7000	8730-12220	
Assistant Crane Operator	2	4630-7000	8730-12220	
Cleaner	1	4630-7000	8730-12220	
Electrician Gr. II/Linemen	5	4750-7820	8960-13210	
Mechanic	1	5250-8390	9190-14620	
Lascar/Chainman	21	4510-6230	8500-12220	
Common Category				
Administrative Assistant	1	12250-19800	22360-35320	
Senior Superintendent	9	10790-18000	18740-31360	
Junior Superintendent	3	9190-15510	16180-27140	
Head Clerk	5	8390-13270	14620-23480	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Selection Grade Typist	1	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Senior Grade Typist	4	7990-12930		
U.D Typist	12	6680-10790	13210-20740	
U.D Clerk	33	6680-10790	13210-20740	
L.D Typist	11	5250-8390	9940-15380	
L.D Clerk	32	5250-8390	9940-15380	
Confidential Assistant	4	6080-9830	10480-17420	
Driver	15	5250-8390	9190-14620	
Duplicating Operator	1	4630-7000	8730-12550	
Class IV Employee Gr. II	34	4510-6230	8500-12220	
Night Watchman	17	4510-6230	8500-12220	
Lascar	13	4510-6230	8500-12220	
Watchman cum cook	2	4510-6230	8500-12220	
Cook	1	4510-6230	8500-12220	
Store Attender	1	4630-7000	8730-12550	
Helper	1	4510-6230	8500-12220	
Posts held by the personnel of other Departments				
Finance Officer	1	12930-20250	22360-35320	
Divisional Accountant	7	10790-18000	18740-31360	
Total	517			

No. of Part-Time Contingent employees - 16; No. of Women employees including Part-Time - 207

7.30. HEALTH SERVICES

- 7.30.1.** The Health Services Department functioning under the administrative control of Health & Family Welfare Department, performs mainly the function of the delivery of primary health care in a wholesome manner. The main activities of the department comprise of positive, preventive and promotive health care and

routine curative and rehabilitative aspects of health care in a comprehensive manner, in addition to the programmes under family welfare and maternal child health. For the smooth functioning of health care system the five-tier delivery system is continuing. In the grass-root level, services were rendered from Government Dispensaries and Primary Health Centres for a habitation of Twenty to Thirty Thousand rural population. In the second-tier, services were rendered through Government Primary Health Centres, Community Health Centres and Government Hospitals. Taluk Head Quarters Hospitals in the third-tier, District Hospitals in the fourth-tier, and Medical College Hospitals in the fifth-tier rendered services for the public. For promoting Family Welfare activities, the staff of the sub centres and Primary Health Centres render services in the field for a population of 5000 in delta and 3000 in hilly as well as tribal areas. The Department facilitates establishment and maintenance of Medical Institutions with necessary infrastructure and equipments for control of Communicable as well as non- Communicable diseases, rendering of Family Welfare Services including maternal Child health activities, implementation of National programmes and administration of various divisions of the Directorate.

7.30.2. Director is the Head of Department who is assisted by Additional Directors and Deputy Directors. In the event of emerging of numerous Health Care Centres under private sector, Government also switched over its activities in hospitals by setting up of modern equipments in hospitals there by modern technologies of modern medicine are made accessible to poorest of the poor. As a part of change over to modern system the Health Services Department has made so many internal arrangements. Recently the Government has introduced Special, Administrative, General cadres of doctors, so that services of doctors of many major specialties are made available to almost all hospitals.

7.30.3. The Commission has held discussions with various Service Organisations and makes the following recommendations:

- (i) The Director of Health Services may be placed in the revised scale of pay of Rs.48640-59840. The Additional Director of Health Services may be placed in the revised scale of pay of Rs.46640-58640.
- (ii) The posts of Deputy Director of Health Services/Civil Surgeon (HG)/Deputy Director of Health Services (Dental) may be placed in the revised scale of pay of Rs.44640-56340.
- (iii) The post of Deputy District Medical Officer/Assistant Director of Health Services/Zonal Malaria Officer/Principal Public Health Training School and Family Welfare Training School, Civil Surgeon/Dental Civil Surgeon/Ophthalmic Surgeon, Research Officer (ORT)/District Immunisation Officer, Consultant and Medical

Officer (IUD) may be placed in the scale of pay corresponding to Rs.20700-26600.

- (iv) Commission made careful consideration of the demands raised by the Medical Officers to subsume the special allowance and special pay ordered in GO (P) No.172/2008/H & FWD dated 26.5.2008, with the basic pay for the purpose of fixation of pay in the revised scale of pay. It is noticed that Govt. have clarified in GO (Rt) No.3704/2009/H & FWD dated 21.12.2009 that the common special allowance will not be reckoned for fixation of pay on promotion since the common special allowance is attached to all grades.

Regarding the situation arising out of the introduction of Speciality Cadre among the Medical Officers, Commission would wish to record its view that it is premature to make a comment on a newly introduced system especially implemented with the consent of various service organisations representing Medical Officers. However, considering the fact that this category continues to be the first among the professional cadre in the State and taking into account their responsibilities in the health care activities, the posts of Assistant Surgeon/Junior Consultant/Junior Administrative Medical Officer may be placed in the revised scale of pay of Rs.24040-36140. The demand for subsuming the special allowance along with basic pay when switched over to the revised scales of pay is inconsistent with the existing rules for fixation and hence the Commission finds no justification. The common Special Allowance sanctioned to Assistant Surgeon/Junior Administrative Medical Officer/Junior Consultant, Civil Surgeon/Assistant Director/ Consultant, Deputy Director/Senior Consultant/Civil Surgeon (HG), Additional Director/Chief Consultant and Director may be @ Rs.3400, Rs.3600, Rs.4000, Rs.4500 and Rs.5000 respectively may be allowed to continue. The common special allowance will not be reckoned for fixation of pay for promotion since the common allowance is attached to all grades.

- (v) The scale of pay of Senior Grade Dental Hygienists and Dental Mechanic may be upgraded corresponding to Rs.9190-15510.
- (vi) The post of Non- Medical Supervisor Gr. I may be placed in the scale of pay corresponding to Rs.9190-15510.
- (vii) The post of District Malaria Officer may be re-designated as District Vector Borne Disease Officer (Malaria) and the scale of pay of the post may be enhanced corresponding to Rs.11070-18450 and allow a higher grade corresponding to Rs.11910-19350 in the ratio of 1:3 between the higher and lower grades.

- (viii) The post of Staff Nurse Grade II may be enhanced to the scale of pay corresponding to Rs.7990-12930 in view of the importance of the nature of work and responsibility.
- (ix) The post of Senior Nursing Tutor may be placed in the corresponding revised scale of Rs.11910-19350 and to award a ratio of 3:1 between Nursing Tutor and Senior Tutor. The Vice Principal and Principal may also be placed in the scale of pay corresponding to Rs.12250-19800 and Rs.13610-20700 respectively.
- (x) The post of Store Superintendent (Pharmacy Wing) may be upgraded to the scale of pay corresponding to Rs.9590-16650.
- (xi) The ratio between Gr. I and Gr. II Radiographer may be modified from 3:1 to 1:1.
- (xii) The post of Psychiatric Social Worker may be placed in the scale corresponding to first Gazetted scale (Rs.10790-18000) and Psychiatric Social Worker (HG) in the scale of pay corresponding to Rs.11910-19350.
- (xiii) The post of Occupational Therapist may be placed in the scale of pay corresponding to Rs.9190-15510.
- (xiv) The post of Deputy District Education and Media Officer may be placed in the scale of pay corresponding to Rs.11070-18450. The incumbents holding the post may be given the corresponding revised scale as personal. The State Mass Education and Media Officer may be placed in the scale of pay corresponding to Rs.20700-26600.
- (xv) The post of District Public Health Nurse may be placed in the scale of pay corresponding to Rs.11070-18450.
- (xvi) The post of Insect Collector may be placed in the corresponding scale of pay of Rs.5650-8790.
- (xvii) The period of experience prescribed for promotion to the post of Field Assistant may be reduced from 10 years to 5 years.
- (xviii) The scale of pay of the posts of Rehabilitation Technician Gr. I and Foreman may be enhanced to corresponding revised scale of Rs.7480-11910 and Rs.9590-16650 respectively. The ratio between Gr. I and Gr. II posts of Rehabilitation Technician may be modified from 1:2 to 1:1.
- (xix) The scale of pay of the post of Cobbler may be revised to the corresponding revised pay of Rs.4750-8720.
- (xx) The posts of Mechanic, Foreman Mechanic, Chargeman, Store Superintendent may be placed in the corresponding revised scale of

Rs.5650-8790, Rs.7480-11910, Rs.8390-13270, Rs.9190-15510 respectively.

- (xxi) The posts of Cold Chain Officer may be placed in the scale of pay corresponding to Rs.11910-19350. The present incumbent has been holding the post for more than 20 years, in the same grade. It is unfair to retain such an officer for a long period without giving increase in pay. Hence the incumbent continuing in the same grade for the last 22 years may be allowed the scale of pay corresponding to Rs.23200-31150 as personal. The Government may take steps to fix the qualifications and method of appointment of the post in case it is not done so far.
- (xxii) The posts of all categories of Electrician in Health Services Department may be unified and assigned the scale of pay corresponding to Rs.5650-8790.
- (xxiii) The posts of Nursing Assistant Grade II and Grade I may be placed in the scale of pay corresponding to Rs.4750-7820 and Rs.5250-8390 respectively in the ratio of 1:3 between the Grade I and Grade II posts.
- (xxiv) The post of Receptionist-cum-Computer Operator may be upgraded in the scale of pay corresponding to Rs.5650-8790.
- (xxv) The scale of pay of the entry post of Medical Record Librarian may be upgraded to Rs.6680-10790.
- (xxvi) The posts of Deputy Director (PFA) and Chief Govt. Analyst may be placed in the scale of pay corresponding to Rs.25400-33100 and Rs.23200-31150 respectively.
- (xxvii) The post of Law Officer (PFA) may be placed in the scale of pay corresponding to Rs.20700-26600.
- (xxviii) The post of State Nutrition Officer may be placed in the scale of pay corresponding to Rs.20700-26600.
- (xxix) The scale of pay of the 4 posts of Chief Lab Technician may be upgraded corresponding to Rs.10790-18000.
- (xxx) The scale of pay of the post of Junior Proto Zoologist may be upgraded in the scale of pay corresponding to Rs.11910-19350.
- (xxxi) The scale of the post of Scientific Officer (Micro Biology) may be upgraded corresponding to Rs.12250-19800 and suitably modify the method of appointment for promotion to the post of Scientific Officer (Microbiology) prescribed in GO (Ms) No.239/97/HD dated, 10/10/1977.

(xxxii) To place the Dietician Gr. II, Gr. I and Senior Grade in the scale of pay corresponding to Rs.8390-13270, Rs.9190-15570, and Rs.11070-18450. The intention of Government to appoint an employee from the lowest rung of the promotion ladder in Nutrition Wing against the newly created post of Technical Officer while implementing the National Programme of (IDDCP) is appreciable. However, Commission finds it quite unfortunate to record that the spree for aspiring higher promotion posts in the Nutrition Wing by Medical Officers or Laboratory personnel which inturn would block the promotion prospects of the qualified and trained Dieticians is not reasonable. Hence Government may examine the case in detail in consultation with the experts and Service Organisations and earmark the posts of Chief Scientific Officer and State Nutrition Officer as promotion posts of Dieticians so as to set right the grievance of lack of promotion prospects to this category, including the scope for amendments in the Special Rules, if found necessary.

(xxxiii) The post of Plate Maker may be placed in the corresponding scale of pay of Rs.6080-9830.

(xxxiv) The post of Computer Programmer may be placed in the scale of pay corresponding to Rs.10790-18000.

(xxxv) In all District Hospitals and General Hospitals Junior Superintendents may be posted for Ministerial Supervision.

(xxxvi) In hospitals where the bed strength is above 200, an Additional Lay Secretary may be posted in view of the increased work load of hospital. One of the Lay Secretaries in such hospitals shall be of higher grade equivalent to that of Administrative Assistant.

7.30.4. Normal revision is recommended to all other posts in the Department.

7.30.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director of Health Services	1	26600-33750	48640-59840	
Additional Director of Health Services/Chief Consultant	14	25400-33100	46640-58640	
Deputy Director of Health Services/Senior Consultant/Civil Surgeon	45	23200-31150	44640-56340	
Deputy DHS (Dental)	1	23200-31150	44640-56340	
Zonal Malaria Officer		16650-23200	36140-46640	
Principal of Public Health Training		16650-23200	36140-46640	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
School and Family Welfare Training School				
Deputy DMO/Assistant DHS/Civil Surgeon/Consultant		16650-23200	36140-46640	Existing ratio of 1:3 Between Civil Surgeon and Assistant Surgeon will continue.
Research Officer(ORT)		16650-23200	36140-46640	
Dental Civil Surgeon	19	16650-23200	36140-46640	Existing ratio of 1:3 Between Civil Surgeon and Assistant Surgeon will continue.
Ophthalmic Surgeon	1	16650-23200	36140-46640	
Assistant Surgeon / Administrative Medical Officer / Consultant	2878	11910-19350	24040-36140	
Dental Assistant Surgeon	66	11910-19350	24040-36140	
Dental Mechanic Sr. Grade	3	8390-13270	16180-27140	Existing ratio of 2:2:1 among Gr. II, Gr. I & Sr. Grade posts will continue
Dental Hygienist Sr. Grade	12	8390-13270	16180-27140	
Dental Mechanic Gr. I	4	7990-12930	13900-22360	
Dental Hygienist Gr. I	25	7990-12930	13900-22360	
Dental Mechanic Gr. II	5	6680-10790	11620-18740	
Dental Hygienist Gr. II	25	6680-10790	11620-18740	
TB WING				
Director, TB Centre	1	16650-23200	29180-40640	
District TB Officer	14	16650-23200	29180-40640	
Supervising Medical Officer	1	16650-23200	29180-40640	
Bacteriologist	1	11910-19350	20740-33680	
Senior Treatment Organiser	1	10790-18000	18740-31360	
Treatment Organiser Gr. I	36	7990-12930	13900-22360	The existing ratio of 1:1 between Gr. I and II posts will continue.
Treatment Organiser Gr. II	59	5650-8790	9940-15380	
LEPROSY				
District Leprosy Officer	14	16650-23200	29180-40640	
Technical Assistant (Leprosy)	1	11070-18450	19240-32110	
Assistant Leprosy Officer	24	10790-18000	18740-31360	
Non-Medical Supervisor Gr. I	55	8390-13270	16180-27140	
Patient Employee (Fixed Pay)	87	2100 + DA	3700 + DA	They will be treated as PTC Employees
OPHTHALMOLOGY				
Camp Co-Ordinator	15	11070-18450	19240-32110	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Ophthalmic Assistant (Senior Gr.)	68	10790-18000	18740-31360	Existing ratio of 1:2:2 among Sr. Grade Gr. I, & Gr. II posts will continue
Ophthalmic Assistant (Gr. I)	140	7990-12930	13900-22360	
Ophthalmic Assistant (Gr. II)	140	6680-10790	11620-18740	
COMMUNICABLE DISEASE				
Assistant Director (Entomology)	1	13610-20700	24040-36140	
Assistant Director (Filaria)	1	13610-20700	24040-36140	
Senior Biologist	3	12250-19800	21240-34500	
Biologist	12	11910-19350	20740-33680	
Entomologist	12	11910-19350	20740-33680	
District Malaria Officer	14	10790-18000	19240-32140	HG on Rs.20740-33680 will be allowed in the ratio of 1:3
Assistant Entomologist	8	8390-13270	14620-23480	
NURSING SERVICE –HOSPITAL WING				
Additional Director (Nursing)	1	20700-26600	36140-46640	
Deputy Director (Nursing)	1	16650-23200	29180-40640	
District Nursing Officer	14	13610-20700	24040-36140	
Assistant Director (Nursing Service)	1	13610-20700	24040-36140	
Nursing Officer	19	12930-20250	22360-35320	
Nursing Superintendent Gr. I	132	11910-19350	20740-33680	
Nursing Superintendent Gr. II	155	10790-18000	18740-31360	
Head Nurse	1740	9190-15510	16180-27140	The existing ratio of 1:2 between Head Nurse and Staff Nurse Gr. I will continue
Staff Nurse Gr. I	3480	8390-13270	14620-23480	The existing ratio of 1:1 between Gr. I and II posts will continue.
Staff Nurse Gr. II	3481	7480-11910	13900-22360	
Honorary Nursing Sister (Fixed Pay)	22	3000	5250	
JUNIOR PUBLIC HEALTH NURSING SCHOOL				
Principal, School of Nursing	19	12930-20250	22360-35320	
Vice Principal	15	11910-19350	20740-33680	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Senior Nursing Tutor	89		20740-33680	Senior Nursing Tutor will be placed in Scale of pay of Rs.20740-33680. Ratio between Nursing Tutor and Senior Nursing Tutor will be 3:1
Nursing Tutor		10790-18000	18740-31360	
PHARMACY AND MEDICAL SUPPLIES				
Assistant Director (Medical Supplies)	1	12930-20250	22360-35320	
Stores Verification Officer	14	10790-18000	18740-31360	
Stores Officer/FW/IPP	1	10790-18000	18740-31360	
Stores Verification Officer (District)	14	10790-18000	18740-31360	
Pharmacist Store Keeper	108	9190-15510	16180-27140	
Stores Superintendent, Hospital	50	8390-13270	16980-29180	
Computer Programmer	1	8390-13270	18740-31360	
Pharmacist Gr. I	560	7480-11910	13210-20740	The existing ratio of 1:2 between Gr. I and II posts will continue.
Pharmacist Gr. II	1525	6680-10790	11620-18740	
PUBLIC HEALTH LABORATORY				
Director	1	23200-31150	40640-54140	
Senior Assistant Director	1	16650-23200	29180-40640	
Assistant Director (Medical)	3	16650-23200	29180-40640	
Medical Officer (Pathology)/ Medical Officer	3	11910-19350	20740-33680	
Scientific Officer(Sterile Solution)	1	11070-18450	19240-32110	The existing ratio of 1:2 between Higher Grade and Lower Grade posts will continue.
Scientific Officer (Biochemistry)	1	11070-18450	19240-32110	
Scientific Officer (Microbiology)	1	11070-18450	21240-34500	
Research Officer (Biochemistry)	5	11070-18450	19240-32110	
Junior Proto zoologist /Scientific Officer	1	11070-18450	20740-33680	
COMMON CATEGORIES IN LABORATORIES				
Junior scientific Officer	26	11070-18450	19240-32110	
Bacteriologist	1	10790-18000	18740-31360	
Chemist	1	10790-18000	18740-31360	
Store Superintendent	1	8390-13270	14620-23480	
Chemist	2	7480-11910	13210-20740	
LABORATORY SERVICES-GENERAL				
Junior Scientific Officer	26	11070-18450	19240-32110	
District Lab Technician	14	10790-18000	18740-31360	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Chief Lab Technician	4	8390-13270	18740-31360	
Laboratory Technician Gr. I	390	7990-12930	13900-22360	The existing ratio of 1:1 between Gr. I and II posts will continue.
Laboratory Technician Gr. II	390	6680-10790	11620-18740	
Junior Laboratory Attender	93	4750-7820	8960-13210	
RADIOLOGY				
Chief Radio Grapher	2	10790-18000	18740-31360	
Radio Grapher Gr. I	35	7990-12930	13900-22360	Ratio between Gr. I & Gr. II will be 1:1
Radio Grapher Gr. II	111	6680-10790	11620-18740	
OTHER SUPPORTING SERVICE				
Clinical Psychologist	17	11070-18450	19240-32110	The existing ratio of 1:1 between Higher Grade and Lower Grade Posts will continue
Radiation Physicist	1	11070-18450	19240-32110	
Psychiatric Social Worker HG	7	11070-18450	20740-33680	The existing ratio of 1:1 between Higher Grade and Lower Grade Posts will continue.
Physiotherapist (General) HG	2	10790-18000	18740-31360	Ratio between HG & Lower Grade posts will be 1:2
Physiotherapist (General)	5	9590-16650	16980-29180	
Psychiatric Social Worker	7	8390-13270	18740-31360	The existing ratio of 1:1 between Higher Grade and Lower Grade Posts will continue.
Occupational Therapist	2	6680-10790	16180-27140	
NUTRITION WING				
State Nutrition Officer	1	16650-23200	36140-46640	
Chief Scientific Officer (Nutrition)	1	16650-23200	29180-40640	
Technical Officer (Goitre)	1	11070-18450	19240-32110	
Senior Grade Dietician	4	10790-18000	19240-32110	Existing ratio of 1:2:2 among Sr. Grade Gr. I, & Gr. II posts will continue
Dietician Gr. I	18	8390-13270	16180-27140	
Dietician Gr. II	18	7990-12930	14620-23480	
OTHER TECHNICAL SERVICES				
Blood Bank Technician Gr. I	5	7990-12930	13900-22360	The existing ratio of 1:1 between Gr. I and Gr. II posts will continue
Mortuary Technician Gr. I	2	7990-12930	13900-22360	
Theatre Technician Gr. I	5	7990-12930	13900-22360	
E.N.T. Technician Gr. I	1	7480-11910	13210-20740	The existing ratio of 1:4 between Gr. I and Gr. II posts
E.C.G. Technician Gr. I	6	7480-11910	13210-20740	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
C.S.R. Technician Gr. I/Sterilisation Technician Gr. I	1	7480-11910	13210-20740	will continue
Anaesthetic Technician Gr. I	1	7480-11910	13210-20740	
Theatre Mechanic Gr. I	1	7480-11910	13210-20740	
Blood Bank Technician Gr. II	49	6680-10790	11620-18740	The existing ratio of 1:1 between Gr. I and Gr. II posts will continue
Mortuary Technician Gr. II	2	6680-10790	11620-18740	
Theatre Technician Gr. II	1	6680-10790	11620-18740	
E N T Technician Gr. II	1	5650-8790	9940-15380	The existing ratio of 1:4 between Gr. I and Gr. II posts will continue
E C G Technician Gr. II	18	5650-8790	9940-15380	
C S R Technician Gr. II/ Sterilization Technician Gr. II	6	5650-8790	9940-15380	
Anesthetic Technician Gr. II	3	5650-8790	9940-15380	
Theatre Mechanic Gr. II	3	5650-8790	9940-15380	
FAMILY WELFARE				
State Mass Education & Media Officer	1	16650-23200	36140-46640	
Communication Officer	2	13610-20700	24040-36140	
Health Education Instructor	2	13610-20700	24040-36140	
Medical Lecturer cum Demonstrator	2	12930-20250	22360-35320	
Chief Health Education Officer	1	12930-20250	22360-35320	
School Health Education Officer	1	12930-20250	22360-35320	
Deputy State Mass Education and Media Officer	1	12930-20250	22360-35320	
Training Co-ordinator	1	12930-20250	22360-35320	
Technical Officer	1	12930-20250	22360-35320	
District Education and Media Officer	20	12250-19800	21240-34500	
Management Instructor	2	12250-19800	21240-34500	
Health Education Extension Officer	2	12250-19800	21240-34500	
Social Science Instructor	2	12250-19800	21240-34500	
Production & Distribution Assistant	1	12250-19800	21240-34500	
Social Scientist	1	12250-19800	21240-34500	
Deputy District Education and Media Officer	28	11910-19350	19240-32110	Existing persons will be allowed scale of pay of Rs.20740-33680 as Personal.
Statistical Assistant	11	8390-13270	14620-23480	
MCH WING				
MCH Officer	14	11910-19350	20740-33680	
District Public Health Nurse	26	10790-18000	19240-32110	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Public Health Nursing Instructor	43	10790-18000	18740-31360	
Lady Health Supervisor	157	9190-15510	16180-27140	
Lady Health Inspector	962	8390-13270	14620-23480	
Junior PH Nurse Gr. I	1858	7480-11910	13210-20740	The existing ratio of 1:2 between Gr. I and Gr. II posts will continue
Junior PH Nurse Gr. II	3725	6680-10790	11620-18740	
PUBLIC HEALTH				
Technical Assistant Gr. I	12	11070-18450	19240-32110	
Technical Assistant Gr. II/ District Health Education Officer/ Senior Sanitarian/ Senior Health Inspector	32	10790-18000	18740-31360	
Medical Record Officer	3	10790-18000	18740-31360	
Health Supervisor/ Health Inspector Gr.I/ Filaria Inspector Gr. I/ Malaria Inspector Gr. I	168	9190-15510	16180-27140	
Health Inspector Gr. II/ Filaria Inspector Gr. II/ Malaria Inspector Gr. II	1003	8390-13270	14620-23480	
Junior Health Inspector Gr. I/Evaluation Assistant/	1290	7480-11910	13210-20740	The existing ratio of 1:2 between Gr. I and Gr. II posts will continue
Medical Record Librarian Gr. I	23	7480-11910	13210-20740	The existing ratio of 1:1 between Gr. I and Gr. II posts will continue.
Junior Health Inspector Gr. II	2415	6680-10790	11620-18740	The existing ratio of 1:2 between Gr. I and Gr. II posts will continue
Medical Record Librarian Gr. II	28	5650-8790	11620-18740	The existing ratio of 1:1 between Gr. I and Gr. II posts will continue
Field Assistant	65	5250-8390	9190-14620	
Insect Collector	65	5250-8390	9940-15380	
Field Worker	442	4630-7000	8730-12550	
PUBLICATION				
Senior Editor	1	12250-19800	21240-34500	
Editor	1	11070-18450	19240-32110	
Sub. Editor	1	9190-15510	16180-27140	
Publication Assistant	1	7990-12930	13900-22360	
TRANSPORT ORGANISATION				
State Health Transport Officer	1	12930-20250	22360-35320	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Store Superintendent	1	7990-12930	16180-27140	
Charge man	1	7480-11910	14620-23480	
Foreman Mechanic	11	6680-10790	13210-20740	
Purchase Assistant	1	6680-10790	11620-18740	
Mechanic (Health Transport)	44	5250-8390	9940-15380	
Tinker	1	5250-8390	9190-14620	
Black Smith	1	5250-8390	9190-14620	
Assistant Sergeant	1	5250-8390	9190-14620	
Electrician (Health Transport)	14	5250-8390	9940-15380	
Welder	2	5250-8390	9190-14620	
Helper	8	4750-7820	8960-13210	
Van Cleaner	4	4510-6230	8500-12220	
LIMB FITTING CENTRE				
Foreman	2	8790-13610	16980-29180	
Rehabilitation Technician (Orthotics) Gr. I	2	6680-10790	13210-20740	Ratio between Gr. I and Gr. II post will be 1:1.
Rehabilitation Technician (Leather Works) Gr. I	2	6680-10790	13210-20740	
Rehabilitation Technician (Prosthetics) Gr. I	2	6680-10790	13210-20740	
Rehabilitation Technician (Prosthetics) Gr. II	8	5650-8790	9940-15380	Ratio between Gr. I and Gr. II post will be 1:1.
Rehabilitation Technician (Leather Works) Gr. II	4	5650-8790	9940-15380	
Rehabilitation Technician (Orthotics) Gr. II	8	5650-8790	9940-15380	
Cobbler	12	4630-7000	8960-13210	
Helper	2	4510-6230	8500-12220	
OTHER MISCELLANEOUS CATEGORIES				
Cold Chain Officer	1	16650-23200	20740-33680	The incumbent holding the post may be allowed the scale of pay of Rs.40640-54180 as personal..
Superintendent (Offset Press)	1	11070-18450	19240-32110	
Helio Operator	1	8390-13270	14620-23480	
Cameraman	1	7990-12930	13900-22360	
Offset Machine Operator	1	7990-12930	13900-22360	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Proof Reader	1	7480-11910	13210-20740	
Refrigeration Mechanic (Senior Grade)	1	7480-11910	13210-20740	
Instructor Gr. I	1	7480-11910	13210-20740	
Retouching Artist	1	7480-11910	13210-20740	
Compositor (HG)	2	6680-10790	11620-18740	
Binder UD	1	6680-10790	11620-18740	
Graining Machine Operator	1	6680-10790	11620-18740	
Store Keeper	1	6680-10790	11620-18740	
Statistical Assistant	4	6680-10790	11620-18740	
Foreman Power Laundry	2	6680-10790	11620-18740	
Electrical Overseer	1	6080-9830	10480-17420	
Plate maker	1	5650-8790	10480-17420	
Electrician	2	5650-8790	9940-15380	
Refrigeration Mechanic (UIP)	14	5650-8790	9940-15380	Refrigeration Mechanics (UIP) who were benefited by GO (MS) No.510/2005(154) Fin. dtd 30.11.2005 will be allowed the scale of Rs.13210-20740 as personal scale.
Copy Holder	1	5650-8790	9940-15380	
Instructor Gr. II	1	5650-8790	9940-15380	
Assistant Instructor	1	5650-8790	9940-15380	
Bunoi Instructor	3	5650-8790	9940-15380	
Assistant Offset Machine Operator	1	5250-8390	9190-14620	
Binder LD	2	5250-8390	9190-14620	
Printer LD	1	5250-8390	9190-14620	
LD Compositor	2	5250-8390	9190-14620	
Data Entry Operator	1	5250-8390	9190-14620	
Receptionist-cum-Computer Operator	1	5250-8390	9940-15380	
Carpenter	6	5250-8390	9190-14620	
Dark Room Assistant	1	5250-8390	9190-14620	
Boiler Attendant	4	5250-8390	9190-14620	
Tailoring Instructor	1	5250-8390	9190-14620	
Auto Electrician	14	5250-8390	9190-14620	
Fireman	4	4750-7820	8960-13210	
Electric Winder	1	4750-7820	8960-13210	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Plumber cum Operator	8	4750-7820	8960-13210	
Theatre Assistant	1	4750-7820	8960-13210	
Boat Driver	3	4750-7820	8960-13210	
Nursing Assistant/Attender HG	3237	4750-7820	8960-13210	Nursing Asst. shall be differentiated and designated as Nursing Asst. Gr. II. Gr. I post in the scale of pay of Rs.9190-14620 will be allowed in the ratio of 1:3 between Gr. I and Gr. II.
Lift Operator	2	4750-7820	8960-13210	
Junior Laboratory Assistant	30	4630-7000	8730-12550	
Laboratory Assistant	9	4630-7000	8730-12550	
Plaster Technician	1	4630-7000	8730-12550	
Packer	12	4630-7000	8730-12550	
Lab Attender	19	4630-7000	8730-12550	
Record Attender	2	4630-7000	8730-12550	
Power Laundry Attender	10	4630-7000	8730-12550	
Stable Attender	1	4630-7000	8730-12550	
Nursing Assistant	1560	4630-7000	8730-12550	
Telephone Operator	24	4630-7000	8730-12550	
Barber	197	4630-7000	8730-12550	
Silk Screen Printing-cum-Duplicating Operator	1	4630-7000	8730-12550	
House Keeper	19	4630-7000	8730-12550	
Engine Driver	4	4630-7000	8730-12550	
Tailor	1	4630-7000	8730-12550	
Painter	2	4630-7000	8730-12550	
Cook Gr. I	1	4630-7000	8730-12550	
Hospital Attendant Gr. I/X-Ray Attender/Boiler Attender/Blood Bank Attender/Pump House Attender/Library Attender	1538	4630-7000	8730-12550	
Hospital Attendant Gr. II	4760	4510-6230	8500-12220	Existing ratio 1:3 between Gr. I and Gr. II posts will continue.
Cook Gr. II	1	4510-6230	8500-12220	
Bottle Cleaner	6	4510-6230	8500-12220	
Chowkidar Gr. II	3	4510-6230	8500-12220	
Lascar and Bottle Cleaner	3	4510-6230	8500-12220	
Dhobi	32	4510-6230	8500-12220	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Ministerial Wing				
Senior Administrative Assistant	3	12930-20250	22360-35320	
Administrative Assistant	17	12250-19800	21240-34500	
Lay Secretary and Treasurer	59	10790-18000	18740-31360	Hospitals having bed strength above 200, an Additional Lay Secretary may be posted. One of such Lay Secretary shall be on Higher Grade equivalent to that of Administrative Asst.
Manager, TB Centre	1	10790-18000	18740-31360	
Chief Accountant	1	10790-18000	18740-31360	
Junior Accounts Officer	1	10790-18000	18740-31360	
Accountant (AIDS)	1	10790-18000	18740-31360	
Technical Assistant (Head Clerk)	1	7990-12930	13900-22360	
Common Category				
Confidential Assistant Selection Gr.	7	11070-18450	19240-32110	
Senior Superintendent/Lay Secretary & Treasurer	59	10790-18000	18740-31360	
Junior Superintendent	81	9190-15510	16180-27140	
Fair Copy Superintendent	8	9190-15510	16180-27140	
Confidential Assistant Senior Gr.	7	9190-15510	16180-27140	
Head Clerk	131	8390-13270	14620-23480	
Selection Gr. Typist	40	8390-13270	14620-23480	
Senior Gr. Typist	39	7990-12930	13900-22360	
Confidential Assistant Gr. I	7	7990-12930	13900-22360	
UD Clerk	1152	6680-10790	13210-20740	
UD Typist	80	6680-10790	13210-20740	
Confidential Assistant Gr. II	9	6080-9830	10480-17420	
LD Clerk	1153	5250-8390	9940-15380	
LD Typist	80	5250-8390	9940-15380	
Clerk Typist	128	5250-8390	9940-15380	
Driver Gr. II	22	5250-8390	9190-14620	
Posts held by Personnel of other Departments				
Senior Administrative Officer	1	23200-31150	40640-54140	
Senior Finance Officer	1	23200-31150	40640-54140	
Law Officer	1	20700-26600	36140-46640	
Liaison Officer (Engineer)	1	12250-19800	21240-34500	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Demographer	1	12250-19800	21240-34500	
Chief Statistician	1	11070-18000	19240-32110	
Statistical Officer	1	10790-18000	18740-31360	
Statistician	1	8390-13270	14620-23480	
Statistical Assistant	6	8390-13270	14620-23480	
Statistical Investigator	1	6680-10790	11620-18740	
Statistical Assistant Gr. I	2	6680-10790	13900-22360	
Statistical Assistant Gr. II	2	5250-8390	11620-18740	
COMMISSIONERATE OF FOOD SAFETY				
Commissioner of Food Safety	1	IAS		
Deputy Director (PFA)	1	23200-31150	44640-56340	
Chief Govt. Analyst	1	20700-26600	40640-54140	
Law Officer (PFA)	1	12930-20250	36140-46640	
Government Analyst	4	13610-20700	24040-36140	
Deputy Govt. Analyst	6	12930-20250	22360-35320	
District Food Inspector	14	10790-18000	18740-31360	
Chief Food Inspector	3	10790-18000	18740-31360	
Research Officer	23	11070-18450	19240-32110	
Technical Officer (Food)	1	11070-18450	19240-32110	
Technical Assistant (Legal)	1	10790-18000	18740-31360	
Technical Assistant	1	10790-18000	18740-31360	
Food Inspector	66	8390-13270	14620-23480	20% of the posts of Food Inspector will be on higher grade in the scale of pay of Rs.16180-27140.
Junior Research Officer	21	10790-18000	18740-31360	
Technical Assistant Gr. I	22	9190-15510	16180-27140	
Technical Assistant Gr. II	24	7480-11910	13210-20740	
Lab Assistant	3	5250-8390	9190-14620	
Junior Lab Assistant	20	4750-7820	8960-13210	
Packer	4	4630-7000	8730-12550	
Common Category				
Junior Superintendent	1	9190-15510	16180-27140	
Head Clerk	2	8390-13270	14620-23480	
UD Clerk/LD Clerk	92	6680-10790/ 5250-8390	13210-20740/ 9940-15380	
UD Typist	23	5250-8390	13210-20740	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Confidential Assistant	2	6080-9830	10480-17420	
Clerk Typist	1	5250-8390	9940-15380	
Driver	1	5250-8390	9190-14620	
Class IV Employee Gr. I	92	4630-7000	8730-12550	
Night Watcher	3	4510-6230	8500-12220	
Total	44787			

No. of Part-Time Contingent employees – 43; No. of Women employees including Part-Time - 27044

7.31. HINDU RELIGIOUS AND CHARITABLE ENDOWMENT (ADMINISTRATION)

- 7.31.1.** The Hindu Religious and Charitable Endowment (Amendment) Act, 2008 was passed and Malabar Devaswom Board was constituted by which the HR & CE (Admn.) Department stands abolished with effect from 02.10.2008, the date on which the Board assumed office. But the employees appointed till 02.10.2008 in the HR & CE (Admn.) Department are continuing in the Malabar Devaswom Board as Government employees as provided in 19(G) (1) of the Act No.31 of 2008. On constitution of the Board under Section 7, every full-time employee of the abolished Department shall be deemed to be continued as a Government employee for all practical purposes including pay and allowances and pensionary benefits as a vanishing category in the Board and shall hold office therein with the same terms and conditions of service and with the same rights and privileges, if any, as if he would have held the same if the Madras Hindu Religious Charitable Endowment(Amendment) Act, 2008 had not been enacted, until altered by the Board.
- 7.31.2.** The Commissioner is the Head of the Department. Now the staff in the abolished HR & CE is working in the newly created Malabar Devaswom on deputation.
- 7.31.3.** The Commission after careful consideration of all the aspects, makes the following recommendations:
- (i) The post of Commissioner may be placed in the scale of pay corresponding to Rs.23200-31150.
 - (ii) The scale of pay of the post of Assistant Commissioner may be enhanced and placed in the scale of pay corresponding to Rs.12250-19800.
 - (iii) One of the posts of Senior Superintendents may be upgraded to Administrative Assistant in the scale of pay corresponding to Rs.12250-19800.

7.31.4. Normal revision is recommended to all other posts.

7.31.5. The categories of posts with the existing and the proposed scales of pay are as given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Commissioner	1	20700-26600	40640-54140	
Deputy Commissioner	2	13610-20700	24040-36140	
Assistant Commissioner	6	11910-19350	21240-34500	
Inspector Grade. I	9	8390-13270	14620-23480	
Inspector Grade. II	2	6680-10790	11620-18740	
Goldsmith	2	5250-8390	9190-14620	
Common Category				
Senior Superintendent	4	10790-18000	18740-31360	
Junior Superintendent	4	9190-15510	16180-27140	
Head Clerk/ Head Accountant	5	8390-13270	14620-23480	
Upper Division Clerk	22	6680-10790	13210-20740	
Lower Division Clerk	24	5250-8390	9940-15380	
Confidential Assistant Sel. Grade	1	11070-18450	19240-32110	
Confidential Assistant Senior Grade	1	9190-15510	16180-27140	
Confidential Assistant Grade. I	1	7990-12930	13900-22360	
Confidential Assistant Grade. II	3	6080-9830	10480-17420	
Typist Selection Grade	1	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Typist Senior Grade	1	7990-12930		
Upper Division Typist	2	6680-10790	13210-20740	
Lower Division Typist	5	5250-8390	9940-15380	
Driver	2	5250-8390	9190-14620	
Clerical Attender	2	4750-7820	8960-13210	
Class IV Employee Gr. II	28	4510-6230	8500-12220	
Total	128			

No. of Women employee including Part-Time - 28.

7.32. HOMOEOPATHY

7.32.1. The Department of Homoeopathy has been functioning as an independent Department since 1973 under the administrative control of Health and Family Welfare Department, Government of Kerala. The Department was formed by bifurcating the then Indigenous Systems of Medicine Department. The main objective of the Department is to provide comprehensive healthcare by rendering free medical aid through its network of 13 District Hospitals, 17

Taluk Hospitals and 526 Dispensaries. Director of Homoeopathy is the Head of the Department.

7.32.2. The Commission after considering various demands putforth by Service Organisations, makes the following recommendations:

- (i) The posts of Director and Deputy Director may be placed in the scales of pay corresponding to Rs.23200-31150 and Rs.20700-26600 respectively.
- (ii) 20% posts of the District Medical Officers may be placed in the higher grade in the scale of pay corresponding to Rs.16650-23200.
- (iii) Nursing Assistants/Attender and equated posts may be allowed the ratio of 1:2 between Gr. I & Gr. II posts.

7.32.3. Normal revision is recommended to all other categories.

7.32.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Director	1	20700-26600	40640-54140	
Deputy Director	1	16650-23200	36140-46640	
District Medical Officer	14	13610-20700	24040-36140	20% posts will be in HG on Rs.29180-40640.
Hospital Superintendent	30	12930-20250	22360-35320	
Chief Medical Officer	121	12250-19800	21240-34500	Chief Medical Officers of Hospitals having 25 beds and more will be designated as Superintendent.
Medical Officer	453	11070-18450	20740-33680	
Lay Secretary	2	10790-18000	18740-31360	
Nursing Superintendent Gr. II	2	8390-13270	14620-23480	
Medical Officer (Non Cadre)	25	8390-13270	14620-23480	
Laboratory Technician Gr. I	7	7990-12930	13900-22360	Existing ratio of 1:1 between Gr. I & II posts will continue.
Nurse Gr. I	32	7480-11910	13210-20740	Existing ratio of 1:2 between Gr. I & II posts will continue.
Pharmacist Gr. I	155	7480-11910	13210-20740	Existing ratio of 1:2 between Gr. I & II posts will continue
Laboratory Technician Gr. II	7	6680-10790	11620-18740	Existing ratio of 1:1 between Gr. I & II posts will continue
Nurse Gr. II	66	6080-9830	10480-17420	Existing ratio 1:2 between Gr. I & II posts to continue
Pharmacist Gr. II	311	6080-9830	10480-17420	
Nursing Assistant Gr. I		4750-7820	8960-13210	Ratio between Gr. I and Gr. II will be 1:2.
Attender Gr. I		4750-7820	8960-13210	

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Dispenser Gr. I		4750-7820	8960-13210	
Store Attender Gr. I		4750-7820	8960-13210	
Record Attender Gr. I		4750-7820	8960-13210	
Nursing Assistant Gr. II	87	4630-7000	8730-12550	Ratio between Gr. I and Gr. II will be 1:2.
Attender Gr. II	340	4630-7000	8730-12550	
Dispenser Gr. II	93	4630-7000	8730-12550	
Store Attender Gr. II		4630-7000	8730-12550	
Record Attender Gr. II		4630-7000	8730-12550	
Common Category				
Senior Superintendent	15	10790-18000	18740-31360	
Typist (Sel. Gr.)	3	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Typist (Sr. Gr.)	4	7990-12930		
U.D. Clerk	38	6680-10790	13210-20740	
U.D. Typist	4	6680-10790	13210-20740	
L.D. Clerk	39	5250-8390	9940-15380	
Clerk Typist	7	5250-8390	9940-15380	
L.D. Typist	4	5250-8390	9940-15380	
Driver	5	5250-8390	9190-14620	
Cook	33	4510-6230	8500-12220	
SCP/WCS	100	4510-6230	8500-12220	
Cleaner	26	4510-6230	8500-12220	
Class IV employee Gr. II	104	4510-6230	8500-12220	
Watcher	3	4510-6230	8500-12220	
Total	2132			

No. of Part-Time Contingent employees -476; No. of Casual/Contract/Daily waged employees -178; No. of Women employees including Part-Time - 1371.

7.33. HOMOEOPATHY MEDICAL COLLEGES

7.33.1. Government of Kerala started Homoeopathic Medical Colleges in the State for promoting Homeopathy System of Medicine in the State. Candidates Graduated/Post Graduated in Homeopathy contribute to a cost effective system of treatment, which has gained popularity among the masses. The first institution was started at Kozhikode during 1975-76. This was followed by the establishment of another institution at Thiruvananthapuram in 1983. The collegiate hospitals attached to these colleges render medical relief to the ailing patients and provide clinical experience to the students.

7.33.2. There are five Homoeopathic Medical Colleges in the State, two in Government sector and three in Aided sector. The Colleges impart Degree course viz. Bachelor of Homoeopathic Medicine and Surgery.

7.33.3. The Principal, Government Homoeopathic Medical College, Thiruvananthapuram controls all the Medical Colleges in the State.

7.33.4. The Commission held discussion with the representatives of various Associations and with the Controlling Officer of Medical Colleges. After considering all the aspects, the Commission recommends as follows:

- (i) The post of Professor, Reader and Lecturer may be allowed the scale of pay corresponding to Rs.25400-33100, Rs.23200-31150 and Rs.20700-26600 respectively.
- (ii) Special Allowance of Rs.1000/- per month may be sanctioned to the Principal of Medical Colleges considering the higher duties and responsibilities attached to the posts of Principal.

7.33.5. Normal revision is recommended to all other posts.

7.33.6. The Categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Principal	5	25400-33100	44640-56340	These scales are applicable to those teaching staff who are not eligible for AICTE scales.
Professor	14	23200-31150	44640-56340	
Reader	21	20700-26600	40640-54140	
Lecturer	44	16650-23200	36140-46640	
Tutor/RMO	121	12930-20250	22360-35320	
Radiologist	1	11070-18450	19240-32110	
Lay Secretary	2	10790-18000	18740-31360	
Pharmacist Store Keeper	1	8390-13270	14620-23480	
Nursing Superintendent	1	8390-13270	14620-23480	
Lab Technician Gr. I	5	7990-12930	13900-22360	Existing ratio of 1:1 between Gr. I & II posts will continue.
Nurse Gr. I	15	7480-11910	13210-20740	Existing ratio of 1:2 between Gr. I & II posts will continue.
Pharmacist (Compounder) Gr. I	2	7480-11910	13210-20740	Existing ratio of 1:2 between Gr. I & II posts will continue.
Radiographer	2	6680-10790	11620-18740	
X-Ray Technician	2	6680-10790	11620-18740	
Mortuary Technician	1	6680-10790	11620-18740	
Lab Technician Gr. II	4	6680-10790	11620-18740	Existing ratio of 1:1 between Gr.I & Gr. II posts will continue.
Nurse Gr. II	4	6080-9830	10480-17420	Existing ratio of 1:2 between Gr.

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
				I & II posts will continue.
Pharmacist (Compounder) Gr. II	5	6080-9830	10480-17420	Existing ratio of 1:2 between Gr. I & II posts will continue.
ECG Technician	1	5650-8790	9940-15380	
Dark Room Assistant	2	5250-8390	9190-14620	
Nursing Assistant Gr. I	4	4750-7820	8960-13210	
House keeper	1	4630-7000	8730-12550	
Attender/Nursing Assistant	26	4630-7000	8730-12550	
Specimen Collector	5	4630-7000	8730-12550	
Lab Attender	15	4630-7000	8730-12550	
Gardener	1	4630-7000	8730-12550	
Mortuary Attender	2	4510-6230	8500-12220	
Common Category				
Administrative officer Gr. II	1	12930-20250	22360-35320	
Accounts Officer	1	12250-19800	21240-34500	
Senior Superintendent	2	10790-18000	18740-31360	
Junior Superintendent	3	9190-15510	16180-27140	
Selection Grade Typist	1	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Senior Grade Typist	1	7990-12930		
Head Clerk	3	8390-13270	14620-23480	
UD Typist	3	6680-10790	13210-20740	
UD Clerk	14	6680-10790	13210-20740	
Confidential Assistant	1	6080-9830	10480-17420	
Librarian Gr. IV	4	6080-9830	10480-17420	
LD. Clerk	33	5250-8390	9940-15380	
LD Typist	13	5250-8390	9940-15380	
Clerk-cum-Typist	4	5250-8390	9940-15380	
Driver Gr. II	3	5250-8390	9190-14620	
Electrician-cum-Mechanic	1	5250-8390	9190-14620	
Receptionist	1	5250-8390	9190-14620	
Store Keeper	1	5250-8390	9190-14620	
Library Attender	3	4630-7000	8730-12550	
Clerical Attender	1	4630-7000	8730-12550	
Class IV Employee Gr. II	28	4510-6230	8500-12220	
Watcher	15	4510-6230	8500-12220	
Sanitation Worker	9	4510-6230	8500-12220	
Sweeper	15	4510-6230	8500-12220	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Cleaner	10	4510-6230	8500-12220	
Cook	8	4510-6230	8500-12220	
Office Attender	1	4510-6230	8500-12220	
Total	487			

No. of Part-Time Contingent employees - 13; No. of Women employees including Part-Time - 245.

7.34. HOUSING (TECHNICAL CELL)

- 7.34.1.** The Housing (Technical Cell) of the Housing Department was formed in 1980 by pooling the staff dealing with the subject 'Housing' in the various departments of Secretariat under the direct guidance of Housing Commissioner to the Government. The main function of this cell is to support the Housing Department for technical guidance in all matters related to 'Housing'. Housing Commissioner is the Head of the Housing (Technical Cell). The post of Chief Planner (Housing) is filled up by transfer from the qualified persons of the PWD, Town Planning Department or Technical Education Department. The ministerial staff other than Confidential Assistant, Driver and Class IV Employees are appointed from other Departments on deputation basis.
- 7.34.2.** The Commission held discussion with the Head of the Department with regard to the Pay Structure and other related matters. Normal revision is recommended.
- 7.34.3.** The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
Housing Commissioner	1	26600-33750	46640-58640	IFS
Chief Planner (Housing)	1	25400-33100	44640-56340	
Assistant Executive Engineer	1	12250-19800	21240-34500	
Assistant Engineer	2	11070-18450	20740-33680	
Architectural Head Draftsman	1	11070-18450	20740-33680	
Draftsman Gr. I	1	7990-12930	13900-22360	
Draftsman Gr. II	1	6680-10790	11620-18740	
Common Category				
Senior Superintendent	1	10790-18000	18740-31360	
Confidential Assistant (Sel. Gr.)	1	11070-18450	19240-32110	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	
UD Typist	1	6680-10790	13210-20740	
UD Clerk	1	6680-10790	13210-20740	

Designation	No. of posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
LD Clerk	1	5250-8390	9940-15380	
Driver Gr. II	1	5250-8390	9190-14620	
Class IV Employee Gr. II	3	4510-6230	8500-12220	
Total	18			

No. of Part Time Contingent employees - 1; No. of Women employees including Part-Time - 3.

7.35. HYDROGRAPHIC SURVEY

7.35.1. The Hydrographic Survey Wing has been constituted as an independent component of the Port Department with a view to meet the requirements of the Hydrographic investigation for the development of the minor and intermediate Ports in Kerala. The wing conducts pre & post Dredging survey and pre & post monsoon survey in order to ascertain various aspects of pre and post dredging operations and undertakes Hydrographic survey requirement of Harbour Engineering Department, Fisheries Department and other Government Organisations. This wing also provides Hydrographic data as required by the National Hydrographic Office, Dehradun (Indian Navy) for updating their navigational charts.

7.35.2. The Chief Hydrographer is the Head of the Department with headquarters at Thiruvananthapuram. There are two range offices at Beypore and Kollam. There is also an additional unit at Neendakara.

7.35.3. On the basis of the discussion held with the Head of the Department, the Commission recommends to allow the scales of pay to the following posts as shown against each:

Deputy Hydrographer : 23200-31150
 Marine Surveyor : 20700-26600
 Assistant Cartographer : 20700-26600

7.35.4. Normal revision is recommended to all other posts.

7.35.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Chief Hydrographer	1	25400-33100	44640-56340	
Deputy Hydrographer	1	20700-26600	40640-54140	
Marine Surveyor	2	16650-23200	36140-46640	
Assistant Cartographer	1	16650-23200	36140-46640	
Senior Technical Assistant (Electronics)	1	12250-19800	21240-34500	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Assistant Marine Surveyor	8	11070-18450	20740-33680	
Chief Draftsman	2	11070-18450	20740-33680	
Technical Assistant (Electronics)	1	9190-15510	16180-27140	
Chief Survey Syrang (HG)		9190-15510	16180-27140	
Engine Driver Gr. I	3	8390-13270	14620-23480	
Chief Survey Syrang	3	8390-13270	14620-23480	
Draftsman Gr. I	3	7990-12930	13900-22360	
Field Assistant	15	7990-12930	13900-22360	
Engine Driver Gr. II	4	6680-10790	11620-18740	
Survey Syrang Gr. I	3	6680-10790	11620-18740	
Deck Tindal	3	6680-10790	11620-18740	
Draftsman Gr. II	2	6680-10790	11620-18740	The existing ratio of 1:1 between Draftsman Gr. I and Draftsman Gr. II will continue
Tide Watcher	6	5650-8790	9940-15380	
Engine Driver Gr. III	1	5250-8390	9190-14620	
Survey Syrang Gr. II	1	5250-8390	9190-14620	
Master Gr. III	1	5250-8390	9190-14620	
Cassab	3	5250-8390	9190-14620	
Leadsman	8	5250-8390	9190-14620	
Machine Room Attender	1	4750-7820	8960-13210	
Seaman	46	4750-7820	8960-13210	
Blue Printer	2	4630-7000	8730-12550	
Cook-cum-Steward	2	4510-6230	8500-12220	
Common Category				
Administrative Assistant	1	12250-19800	22360-35320	
Head Clerk	1	8390-13270	14620-23480	
U.D Clerk	3	6680-10790	13210-20740	
U.D Typist	1	6680-10790	13210-20740	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	
L.D Clerk	5	5250-8390	9940-15380	
L.D Typist	1	5250-8390	9940-15380	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Automobile Driver	3	5250-8390	9190-14620	
Class IV Employee Gr. II	2	4510-6230	8500-12220	
Post held by personnel of other Department				
Finance Officer Gr. II	1	12930-20250	22360-35320	
Total	143			

No. of Part-Time Contingent employees -4; No. of Women employees including Part-Time -18.

7.36. INDIAN SYSTEMS OF MEDICINE

- 7.36.1.** The Department of Indian Systems of Medicine renders medical aid to the people through a net work of Ayurveda Hospitals, Dispensaries and Speciality Hospital such as Mental Hospital, Nature Cure Hospital, Marma Hospital, Panchakarma Hospital, Siddha Hospital and Visha Hospital. Apart from these speciality institutions, specialized units of Visha, Siddha, Marma, Netra and Panchakarma are attached to some other hospitals. Recently 100 temporary Ayurveda Dispensaries and one Unani Dispensary have been set up through National Rural Health Mission.
- 7.36.2.** The Director of ISM is the Head of Department. The Department extends free Health Care to patients through its network of hospitals at District, Taluk and Village level by providing different systems of medicine such as Ayurveda, Siddha, Unani etc.
- 7.36.3.** The Commission held discussion with the representatives of various Service Organisations/Head of the Department and recommends as follows:
- (i) The posts of Director, Joint Director and District Medical Officer may be placed in the scales of pay corresponding to Rs.25400-33100, Rs.23200-31150 and Rs.20700-26600 respectively.
 - (ii) A new ratio of 1:3 between Chief Medical Officer and Senior Medical Officer may be allowed to reduce stagnation being experienced by the Senior Medical Officers for promotion to the next cadre.
 - (iii) A Special allowance at the rate of Rs.1000/- per month to the newly placed Medical Officer (Specialist) after 1.7.2004 may be allowed as they possess higher qualification.
 - (iv) The post of Senior Medical Officer (Siddha) may be allowed a Higher Grade in the pay scale corresponding to Rs.12930-20250 in the ratio of 3:1 between Lower Grade and Higher Grade, considering the meagre promotion chances available to the post.

- (v) The posts of Lab Technicians are awarded with a new higher grade in the ratio 1:1 and the Grade I post is placed in the corresponding scale of pay of Rs.7990-12930.

7.36.4. Normal revision is recommended to all other posts.

7.36.5. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No .of posts	Existing scale of pay	Proposed Scale of pay	Remarks
Director	1	23200-31150	44640-56340	
Joint Director	2	20700-26600	40640-54140	
District Medical Officer	14	16650-23200	36140-46640	
Superintendent, Mental Hospital (Manasika)	1	13610-20700	24040-36140	
Superintendent (Medical)	3	13610-20700	24040-36140	
Chief Medical Officer	32	13610-20700	24040-36140	Ratio between CMO and SMO will be 1:3
Senior Specialist (Manasika)	1	12930-20250	22360-35320	
Senior Medical Officer (Specialist)	15	12930-20250	22360-35320	Existing ratio of 1:3 between SMO and MO will continue. Scale of pay is assigned only to existing incumbents as Personal. The ratio between SMO (Ay) and SMO (Specialist) on personal scale for promotion to the post of Chief Medical Officer will be 15:1 as envisaged in the modified Special Rules.
Senior Medical Officer	219	12250-19800	21240-34500	Existing ratio of 1:3 between SMO and MO will continue
Specialist (Manasika)	2	12250-19800	21240-34500	
Senior Medical Officer (Siddha)	3	12250-19800	21240-34500	Ratio between SMO and MO will be 1:3. Higher Grade on Rs.12930-20250 is allowed to SMO (Siddha) in the ratio of 3:1 between SMO (Siddha) and SMO (Siddha) HG.
Medical Officer (Specialist , Visha, Netra, Marma)	53	11910-19350	20740-33680	Existing ratio of 1:3 between SMO and MO will continue. Scale of pay is assigned only for existing incumbents as personal.
Medical Officer (Ay) & (Unani)	727	11070-18450	20740-33680	Existing ratio of 1:3 between SMO and MO will continue
Medical Officer (Siddha)	7	11070-18450	20740-33680	Ratio between SMO and MO will be 1:3
Medical Officer (Nature Cure Centre)	4	11070-18450	20740-33680	
Lay Secretary & Treasurer	24	10790-18000	18740-31360	

Designation	No .of posts	Existing scale of pay	Proposed Scale of pay	Remarks
Storekeeper (Pharmacist)	2	9190-15510	16180-27140	One post will be in HG on Rs.18740-31360 and it will be designated as Store Keeper (Pharmacist) HG
Nursing Superintendent	3	9190-15510	16180-27140	One post will be in HG on Rs.18740-31360 and it will be designated as Nursing Superintendent HG
Nurse Gr. I	96	7480-11910	13210-20740	Existing ratio of 1:2 between Gr. I and Gr. II will continue.
Pharmacist Gr. I	240	7480-11910	13210-20740	
Radiographer	2	6680-10790	11620-18740	
Lab Technician Gr. II	15	6680-10790	11620-18740	Grade I post on Rs.13900-22360 is allowed and ratio between Gr. I and Gr. II will be 1:1.
Ayurveda Therapist (HG)	7	6080-9830	10480-17420	Existing ratio of 1:3 between Ayurveda Therapist (HG) and Ayurveda Therapist will continue.
Nurse Gr. II	285	6080-9830	10480-17420	Existing ratio of 1:2 between Gr. I and Gr. II will continue.
Pharmacist Gr. II	591	6080-9830	10480-17420	
Pharmacist Gr. II (Siddha)	7	6080-9830	10480-17420	
Ayurveda Therapist	23	5650-8790	9940-15380	Existing ratio of 1:3 between Ayurveda Therapist (HG) and Ayurveda Therapist will continue.
Pharmacy Attender Gr. I/ Attender Gr. I/ Nursing Assistant Gr. I	110	4750-7820	8960-13210	
Lab Attender		4630-7000	8730-12550	
Pharmacy Attender Gr. II/ Attender Gr. II/ Nursing Assistant Gr. II	1043	4630-7000	8730-12550	20% of posts will be on Gr. I
Cook Gr. I	4	4630-7000	8730-12550	
Cook Gr. II	114	4510-6230	8500-12220	
Hospital Servant		4510-6230	8500-12220	
Gardener	3	4510-6230	8500-12220	
Common Category				
Accounts Officer	1	12250-19800	21240-34500	
Administrative Assistant	1	12250-19800	22360-35320	
Junior Superintendent	16	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Typist (Selection Grade)	3	8390-13270	14620-23480	Re-designated as Selection Grade Typist
Typist (Senior Grade)	3	7990-12930		

Designation	No .of posts	Existing scale of pay	Proposed Scale of pay	Remarks
Head Clerk/ Accountant/ Store Superintendent	11	8390-13270	14620-23480	
U.D. Clerk	87	6680-10790	13210-20740	
U.D. Typist	8	6680-10790	13210-20740	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	
L.D. Clerk	88	5250-8390	9940-15380	
L.D. Typist	8	5250-8390	9940-15380	
Clerk-Typist	5	5250-8390	9940-15380	
Driver	10	5250-8390	9190-14620	
Binder	1	4750-7820	8960-13210	
Sanitation Worker	136	4510-6230	8500-12220	
Full Time Sweeper	13	4510-6230	8500-12220	
Class IV Employee Gr. II	39	4510-6230	8500-12220	
Night Watchman	3	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Administrative Officer	1	12930-20250	22360-35320	
Social Studies Instructor				
Pharmacist	1	6680-10790	11620-18740	
Total	4202			

No. of Part-Time Contingent employees -765; No. of Women employees including Part-Time- 1777.

7.37. INDUSTRIAL TRAINING

- 7.37.1.** The Industrial Training Department came into existence in its present form in 1970. The Department administers the Craftsman Training and Apprenticeship training Schemes. The objectives of these schemes are to ensure a steady supply of skilled workers and to facilitate their absorption in occupations including self employment. The Department is also responsible for implementing evening classes for Industrial Workers, Intensive Training Scheme for the ITI trained personnel, Labour Welfare fund scheme, Training scheme for backward Tribes and Special Scheme for Scheduled Caste/Scheduled Tribes. The entire programme is controlled by National Council for Vocational Training (NCVT), an advisory body of Central Government implementing the schemes.
- 7.37.2.** The Director of Employment and Training belonging to IAS cadre, is the Head of the Department. There are 56 ITIs and 9 RI Centres functioning under the Department. The Scheme for the upgradation of ITIs as Centres of Excellence is being implemented.

7.37.3. The Commission held discussion with the Head of the Department and Service Organisations, makes the following recommendations:

- (i) The Additional Director and the Joint Director of Training may be placed in the scales of pay corresponding to Rs.25400-33100 and Rs.23200-31150 respectively.
- (ii) The Deputy State Apprenticeship Advisor and the Deputy Director may be placed in the scale of pay corresponding to Rs.20700-26600.
- (iii) The Accounts Officer may be placed in the scale of pay corresponding to Rs.12930-20250.
- (iv) The proposal of the Head of the Department for creation of 9 posts of Inspector of Training in addition to the existing 5 posts in order to cover all the 14 Districts may be considered by Govt.
- (v) The post of Group Instructor may be placed in the scale of pay corresponding to Rs.9590-16650 in view of the higher qualifications prescribed for promotion to the post from Senior Instructor. 20% higher grade in the scale of pay of Rs.10790-18000 to the Group Instructor and the interchangeable posts now existing, may continue.
- (vi) The demand for equating the scale of pay of the post of Junior Instructor/Arithmetic-cum-Drawing Instructor with the scale of pay of HSA is not recommended as the qualification of HSA cannot be treated as equal to that of the Junior Instructor.
- (vii) 1:1 ratio between LD Store Keeper and UD Store Keeper may be allowed.

7.37.4. Normal revision is recommended to all other categories.

7.37.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remark
Director of Training	1	IAS		
Additional Director of Training	3	23200-31150	44640-56340	
Joint Director	3	20700-26600	40640-54140	
Deputy Director	4	16650-23200	36140-46640	
Deputy State Apprenticeship Advisor	1	16650-23200	36140-46640	
Assistant Director of Training	2	13610-20700	24040-36140	
Inspector of Training	5	13610-20700	24040-36140	
Principal Class –I	22	13610-20700	24040-36140	
Vice Principal/Principal Class II	67	12930-20250	22360-35320	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remark
Training Officer	9	12930-20250	22360-35320	
Trade Test Officer	1	12930-20250	22360-35320	
Accounts Officer	2	12250-19800	22360-35320	
Group Instructor	124	9190-15510	16980-29180	20% of the post and its interchangeable posts are placed on HG on Rs.18740-31360
Junior Apprenticeship Advisor(Tech)	15	9190-15510	16180-27140	
Technical Assistant	1	9190-15510	16180-27140	
Junior Apprenticeship Advisor (catering)	1	9190-15510	16180-27140	
AVTS Instructor	9	9190-15510	16180-27140	
Post ITI Special Instructor	9	9190-15510	16180-27140	
Senior Instructor /ACD Instructor	639	8390-13270	14620-23480	
Junior Instructor /ACD Instructor	639	7990-11910	13900-22360	
Special Grade Store Keeper	1	8390-13270	14620-23480	
Officer-in charge of Training cum Orientation	5	8390-13270	14620-23480	
Workshop Attender	161	5250-8390	9190-14620	
Trade Assistant	7	5250-8390	9190-14620	
Junior Apprenticeship Advisor (Non Technical)	10	9190-15510	16180-27140	
Assistant Hostel Superintendent	14	7480-11910	13210-20740	
Store Attender	34	4630-7000	8730-12550	
Dresser	19	4630-7000	8730-12550	
Painter	1	4750-7820	8960-13210	
Part time Scavenger	1	4510-6230	8500-12220	
Water Carrier	5	4510-6230	8500-12220	
Common Category				
Administrative Assistant	1	12250-19800	22360-35320	
Senior Superintendent	37	10790-18000	18740-31360	
Junior Superintendent	57	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Head Clerk	17	8390-13270	14620-23480	
Selection Grade Typist	11	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Senior Grade Typist	11	7990-12930		
UD Clerk	181	6680-10790	13210-20740	
UD Typist	23	6680-10790	13210-20740	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remark
UD Store Keeper	20	6680-10790	11620-18740	
Confidential Assistant	4	6080-9830	10480-17420	
Librarian	3	6680-10790	11620-18740	
L D Clerk	182	5250-8390	9940-15380	
L D Typist	24	5250-8390	9940-15380	
Clerk Cum Typist	10	5250-8390	9940-15380	
LD Store Keeper	48	5250-8390	9190-14620	LD Store Keeper and UD Store Keeper may be in the ratio of 1:1
Driver Gr. I	22	6080-9830	10480-17420	
Driver Gr. II		5250-8390	9190-14620	
Class IV Employee Gr. I	171	4630-7000	8730-12550	
Class IV Employee Gr. II		4510-6230	8500-12220	
Watchman	206	4510-6230	8500-12220	
Sweeper	121	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Administrative Officer	1	12930-20250	22360-35320	
Finance Officer	1	12930-20250	22360-35320	
Social Studies Instructor	12	8790-13610	15380-24040	
Pharmacist	19	7990-12930	13900-22360	
Total	2998			

No. of Part-Time Contingent employee- 11; No. of Women employee including Part-Time – 675.

7.38. INDUSTRIES AND COMMERCE

- 7.38.1.** The Department of Industries and Commerce is the functional arm of the Government in implementing various industrial activities and plays a pivotal role in industrializing the State. The Department is responsible for promoting / sponsoring, registering, financing and advising MSME (Micro, Small or Medium Enterprise) industries in the State. It also guides entrepreneurs in the selection of appropriate industrial ventures in the private/public/joint and in the co-operative sectors. The role of the Department is to act as a facilitator for industrial promotion and sustainability of MSME and traditional industrial sector in the State.
- 7.38.2.** A three-tier administrative set up is in existence in the Department. The Directorate of Industries and Commerce, headed by the Director of Industries and Commerce, from IAS, bears the responsibility of promoting Industries, Handicrafts and Industrial Co-operatives. He controls the 14 District Industries Centres, Common Facility Service Centre (CFSC) at Changanassery and

Manjeri and the Documentation Centre. The Directorate of Coir and the Directorate of Handlooms & Textiles are headed by separate Directors under the overall administrative control of the Director of Industries and Commerce.

7.38.3. The Commission held discussion with the representatives of various Service Organisations. The Head of the Department was also heard. After careful scrutiny of the demands, the Commission makes the following recommendations:

- (i) The Director of Handloom and the Director of Coir Development may be placed in the scale of pay corresponding to Rs.25400-33100.
- (ii) The Additional Director, Joint Director and the General Manager (District Industries Centre) may be placed in the scales of pay corresponding to Rs.23200-31150, Rs.20700-26600 and Rs.20700-26600 respectively.
- (iii) The posts of Assistant District Industries Officer and Assistant Registrar may be merged and made interchangeable in the scale of pay corresponding to Rs.11070-18450.
- (iv) The demand for placing the Industrial Extension Officer in the higher time scale is accepted and allowed the scale of pay corresponding to Rs.10790-18000.
- (v) Considering the higher responsibilities to be discharged, one post of Administrative Assistant each in the Directorate of Industries & Commerce, Coir Development and Handloom & Textiles, may be upgraded as Senior Administrative Assistant.
- (vi) The parity among various cadres of Co-operative Inspectors in the Industries Department with their counterparts in the Department of Co-operation may be considered.

7.38.4. Normal revision is recommended for all other categories of posts.

7.38.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	IAS		
Director of Handloom and Textiles	1	23200-31150	44640-56340	
Director of Coir Development	1	23200-31150	44640-56340	
Additional Director	3	20700-26600	40640-54140	
Joint Director	3	16650-23200	36140-46640	
General Manager(District Industries Centre)	14	16650-23200	36140-46640	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Manager/Deputy Director/Women's Industries Officer	42	13610-20700	24040-36140	
Assistant Director	10	12250-19800	21240-34500	
Assistant Director (Rubber)	1	12250-19800	21240-34500	
Assistant Director (Training)	1	12250-19800	21240-34500	
Assistant Director (Plastic)	1	12250-19800	21240-34500	
Assistant Director (Tool Room)	1	12250-19800	21240-34500	
Assistant Director (Planning)	1	12250-19800	21240-34500	
Special Officer (RBI)	2	12250-19800	21240-34500	
Project Officer (Coir)	10	12250-19800	21240-34500	
Deputy Registrar	17	12250-19800	21240-34500	
Assistant Registrar of Co-Operative Societies	14	11070-18450	19240-32110	The posts are made interchangeable
Assistant District Industries Officer	88	11070-18450	19240-32110	
Foreman (Tool Room)	1	10790-18000	18740-31360	
Foreman (Electrical)	1	10790-18000	18740-31360	
Foreman (Rubber)	1	10790-18000	18740-31360	
Foreman (Plastic)	1	10790-18000	18740-31360	
Technical Assistant (CT)	1	10790-18000	18740-31360	
Technical Assistant (PT)	1	10790-18000	18740-31360	
Industries Extension Officer	193	9190-15510	18740-31360	
Senior Co-Operative Inspector/Senior Supervisor (Handloom)/Senior Coir Inspector/Liquidation Inspector-Coir	95	8790-13610	16180-27140	15% of the posts of Senior and Junior Grade together will be in the Special Grade on Rs.16980-29180. Existing 1:1 ratio between Senior Inspector & Junior Inspector will continue.
Junior Co-Operative Inspector	95	7990-12930	14620-23480	
Textile Assistant	1	8390-13270	14620-23480	
Junior Scientific Officer	2	7990-12930	13900-22360	
Electrician(CFSC)	1	7480-11910	13210-20740	
Analyst (CFSC)	3	6680-10790	11620-18740	
Dye Maker	1	6680-10790	11620-18740	
Mechanic Operator (CFSC)	1	6680-10790	11620-18740	
Skilled Worker (Rubber)	1	6680-10790	11620-18740	
Skilled Worker (Tool Room)	1	6680-10790	11620-18740	
Liaison Officer	1	6680-10790	11620-18740	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Laboratory Assistant	1	5250-8390	9190-14620	
Machine Operator Gr. I	6	5250-8390	9190-14620	
Machine Operator Gr. II	9	4750-7820	8960-13210	
Winder	1	4750-7820	8960-13210	
Common Category				
Administrative Assistant/Accounts Officer	15	12250-19800	22360-35320	
Senior Superintendent	8	10790-18000	18740-31360	
Junior Superintendent	49	9190-15510	16180-27140	
Fair Copy Superintendent	5	9190-15510	16180-27140	
Confidential Assistant Sel. Gr.	35	11070-18450	19240-32110	Existing ratio of 1:1:1:1 will continue.
Confidential Assistant Sr. Gr.		9190-15510	16180-27140	
Confidential Assistant Gr. I		7990-12930	13900-22360	
Confidential Assistant Gr. II		6080-9830	10480-17420	
Head Clerk	32	8390-13270	14620-23480	
UD Clerk	217	6680-10790	13210-20740	
LD Clerk	219	5250-8390	9940-15380	
Typist Sel. Gr.	10	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Typist Sr. Gr.	11	7990-12930		
UD Typist	22	6680-10790	13210-20740	
LD Typist	22	5250-8390	9940-15380	
Clerk Typist	76	5250-8390	9940-15380	
Driver Gr. I	20	6080-9830	10480-17420	
Driver Gr. II	29	5250-8390	9190-14620	
Binder	2	4750-7820	8960-13210	
Class IV Employee Gr. II	254	4510-6230	8500-12220	
Roneo Operator	1	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Senior Administrative Officer	1	20700-26600	36140-46640	
Senior Finance Officer	1	20700-26600	36140-46640	
Technical Assistant	1	12250-19800	21240-34500	
Law Officer	1	11070-18450	19240-32110	
Special Officer	1	12930-20250	22360-35320	
Assistant Director (Nucleus Cell)	1	12930-20250	22360-35320	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Research Officer	1	11070-18450	19240-32110	
Librarian	2	9190-15510	16180-27140	
Research Assistant	1	8390-13270	14620-23480	
Total	1736			

No. of Part-Time Contingent employees - 70; No. of Casual/Contract/Daily Waged employees -7;
No. of Women employee including Part-Time – 546.

7.39. INFORMATION AND PUBLIC RELATIONS

- 7.39.1.** The Department of Information and Public Relations, the Official Publicity agency of Government of Kerala, functions as the nodal agency of Government for disseminating information on various activities of Government to the people through the media and providing feed back to the Government on important issues so as to ensure healthy relationship between the Government and the public.
- 7.39.2.** The Department functions with 14 District Information Offices and an Information Centre at New Delhi. The Administrative wing of the Department is manned by the staff from Administrative Secretariat and the Revenue Department. The Director is the Head of the Department.
- 7.39.3.** Several demands were put forth by the Service Organisations before the Commission for upgradation of scales of pay and improvement of promotional prospects. Considering all aspects, the Commission recommends as follows:
- (i) The posts of Additional Director/Deputy Director may be placed in the scales of pay corresponding to Rs.23200-31150 and Rs.20700-26600 respectively.
 - (ii) Higher grade in the scale of pay corresponding to Rs.16650-23200 may be allowed to Information Officer and the equated posts in the ratio 3:1.
 - (iii) The posts of Assistant Information Officer and Translator may be placed in the scale of pay corresponding to Rs.8390-13270.
- 7.39.4.** Normal revision is recommended to all other posts.
- 7.39.5.** The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	IAS		
Additional Director	1	20700-26600	40640-54140	
Deputy Director	13	16650-23200	36140-46640	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Information Officer and Equated Categories	32	12930-20250	22360-35320	25% of the posts may be in the HG in the scale of pay of Rs.29180-40640
Chief Photographer	1	11910-19350	20740-33680	
Assistant Editor	20	9190-15510	16180-27140	
Research Officer	1	9190-15510	16180-27140	
Assistant Cultural Development Officer	1	9190-15510	16180-27140	
Assistant Scrutiny Officer	1	9190-15510	16180-27140	
Designer	2	8790-13610	15380-24040	
Manager (Tagore Theatre)	1	8390-13270	14620-23480	
Photographer	7	8390-13270	14620-23480	
Assistant Information Officer	21	7990-12930	14620-23480	
Translator	4	7990-12930	14620-23480	
Artist	1	7480-11910	13210-20740	
Photo Artist	1	7480-11910	13210-20740	
Printer	1	6680-10790	11620-18740	
DTP Operator	0	5250-8390	9190-14620	
Adrema Machine Operator	0	4750-7820	8960-13210	
Packer	1	4630-7000	8730-12550	
Dark Room Assistant	1	4630-7000	8730-12550	
Attender (Photography)	3	4630-7000	8730-12550	
Posts held by personnel of other Departments				
Deputy Secretary	1	20700-26600	36140-46640	
Accounts Officer	1	12930-20250	22360-35320	
Section Officer	7	10790-18000	18740-31360	
Assistant	25	7990-15510	13900-22360	
UD Clerk	9	6680-10790	13210-20740	
UD Typist	16	6680-10790	13210-20740	
Confidential Assistant	4	6080-9830	10480-17420	
LD Clerk	9	5250-8390	9940-15380	
LD Typist/Clerk Typist	17	5250-8390	9940-15380	
Gardener	3	4630-7000	8730-12550	
Common Category				
Driver Sr. Gr.	4	6680-10790	11620-18740	
Driver Grade I	9	6080-9830	10480-17420	
Driver Grade II	10	5250-8390	9190-14620	
Cinema Operator Gr. II	18	4750-7820	8960-13210	
Roneo Operator	4	4750-7820	8960-13210	
Clerical Attender	17	4630-7000	8730-12550	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Class IV Employee Gr. I	14	4630-7000	8730-12550	
Class IV Employee Gr. II	28	4510-6230	8500-12220	
Watchman	2	4510-6230	8500-12220	
Van Cleaner	0	4510-6230	8500-12220	
Binder	0	4750-7820	8960-13210	
Total	312			

No. of Part time Contingent employees- 11; No. of Casual/Contract/Daily Wages employees- 15;
No. of Women employees- 36.

7.40. INSURANCE MEDICAL SERVICES

- 7.40.1.** Insurance Medical Services Department is under the administrative control of Labour & Rehabilitation Department, Govt. of Kerala. It has been bifurcated from the Department of Health Services in 1985 to impart medical care facilities to the employees covered under the ESI scheme. Expenditure for running the scheme is being met by ESI Corporation and State Government in the approved ratio of 7:1 with a ceiling of Rs.1,200/- per IP per annum. Apparently ESI Corporation contributes a major chunk of the expenditure.
- 7.40.2.** This is a healthcare Department which provides three branches of Medicine ie, Allopathy, Ayurveda and Homoeo under one window. At the time of formation of the new Department the Medical Officers, Para Medical and other staff borne on the cadre of the Health Services were given option to come over to the Insurance Medical Services to constitute an independent cadre for the Department. The Director of Insurance Medical Services is the Head of the Department. The Department has three Regional Directorate at Kollam, Ernakulam, and Kozhikode each under the control of a Regional Deputy Director. In the year 2003, some ESI Dispensaries located at Parippally, Ezhukone, Ashramam (Kollam), Udyogamandal were taken over by ESI Corporation, resulting in deduction of number of posts that existed in the Department.
- 7.40.3.** Commission held discussion with Service Organisations/Head of the Department and recommends as follows:
- (i) The post of Director of Insurance Medical Services may be placed in the scale of pay of Rs.46640-58640.
 - (ii) The post of Regional Director may be placed in the revised scale of pay of Rs.44640-56340.
 - (iii) The posts of Deputy Director (Homoeo), Deputy Director (Ayurveda) and Insurance Medical Officer may be placed in the scale of pay corresponding to Rs.20700-26600.

- (iv) The scale of pay and allowances recommended to be allowed to the Doctors in Health Services, EM and Homoeopathy Department may be extended to their counterparts in the Insurance Medical Services Department.
- (v) The scale of pay of the post of Scientific Assistant (Physiotherapy) may be revised as Rs.16980-29180 and the present incumbent holding the post will be allowed the revised scale of pay of Rs.20740-33680 as personal.
- (vi) The scale of pay of the posts of Hospital Attendant Grade II, Grade I, Nursing Assistant, Operation Theatre Attender and Lab Assistant may be made equivalent to their counterparts in Health Services Department.
- (vii) The scale of pay of Staff Nurse may be revised to the corresponding scale of Rs.7990-12930.

7.40.4. Normal revision is recommended to all other posts.

7.40.5. The Categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Director of Insurance Medical Services	1	25400-33100	46640-58640	
Regional Deputy Director/Joint Director	4	23200-31150	44640-56340	
Deputy Director (Homoeo)	1	16650-23200	36140-46640	
Deputy Director (Ayurveda)	1	16650-23200	36140-46640	
Insurance Medical Officer	170	16650-23200	36140-46640	Existing ratio of 1:3 between IMO and AIMO will continue.
Insurance Medical Officer Gr. II (Ay)	3		24040-36140	
Insurance Medical Officer Gr. I (Homoeo)	1		22360-35320	
Superintendent (Homoeo)	1	12930-20250	22360-35320	
Nursing Superintendent Gr. I	6	11910-19350	20740-33680	
Dental Surgeon	9	11910-19350	24040-36140	
Assistant Insurance Medical Officer	343	11910-19350	24040-36140	Existing ratio of 1:3 between IMO and AIMO will continue.
Assistant Insurance Medical Officer (Ayurveda)	10	11070-18450	20740-33680	
Assistant Insurance Medical Officer (Homoeo)	12	11070-18450	20740-33680	

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Scientific Assistant (Physiotherapy)	1	11070-18450	16980-29180	The incumbent holding the post will be allowed the scale of pay of Rs.20740-33680 as personal.
Lay Secretary and Treasurer	6	10790-18000	18740-31360	
Store Superintendent	1	10790-18000	18740-31360	
Nursing Superintendent Gr. II	6	10790-18000	18740-31360	
Head Nurse	64	9190-15510	16180-27140	The cadre strength of Head Nurse will be determined in the ratio 1:2 between Head Nurse and Staff Nurse Gr. I.
Cytotechnologist	1	8390-13270	14620-23480	
Staff Nurse Gr. I	129	8390-13270	14620-23480	Existing ratio of 1:1 between Gr. I and Gr. II posts will continue.
Dental Hygienist Sr. Gr.	2	8390-13270	14620-23480	Existing ratio of 2:2:1 among Gr. II, Gr. I and Senior Grade will continue.
Radiographer Grade 1	8	7990-12930	13900-22360	
Storekeeper	3	7990-12930	13900-22360	
Dietician	1	7990-12930	13900-22360	
Blood Bank Technician Gr. I	3	7990-12930	13900-22360	Existing ratio of 1:1 between Gr. I and Gr. II posts will continue.
Laboratory Technician Gr. I	19	7990-12930	13900-22360	Existing ratio of 1:1 between Gr. I and Gr. II posts will continue.
Dental Hygienist Gr. I	4	7990-12930	13900-22360	Existing ratio of 2:2:1 among Gr. II, Gr. I and Senior Grade will continue.
X - Ray Technician Gr. I	7	7990-12930	13900-22360	Existing ratio of 1:1 between Gr. I and Gr. II posts will continue.
Staff Nurses Gr. II	130	7480-11910	13900-22360	Existing ratio of 1:1 between Gr. I and Gr. II will continue.
Pharmacist (Ayurveda) Gr. I	2	7480-11910	13210-20740	Existing ratio of 1:3 between Gr. I and Gr. II posts will continue.
Medical Record Librarian Gr. I	1	7480-11910	13210-20740	
Nurse (Homoeo) Gr. I	0	7480-11910	13210-20740	Existing ratio of 1:2 between Gr. I and Gr. II posts will continue.
Pharmacist (Homoeo) Gr. I	4	7480-11910	13210-20740	Existing ratio of 1:2 between Gr. I and Gr. II posts will continue.

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Pharmacist Gr. I	96	7480-11910	13210-20740	Existing ratio of 1:2 between Gr. I and Gr. II posts will continue.
Radiographer Gr. II	9	6680-10790	11620-18740	
Pharmacist Gr. II	191	6680-10790	11620-18740	Existing ratio of 1:2 between Gr. I and Gr. II posts will continue.
Auxiliary Nurse Midwife(ANM)	157	6680-10790	11620-18740	
X- Ray Technician Gr. II	8	6680-10790	11620-18740	Existing ratio of 1:1 between Gr. I and Gr. II posts will continue.
Blood Bank Technician Gr. II	3	6680-10790	11620-18740	Existing ratio of 1:1 between Gr. I and Gr. II posts will continue.
Laboratory Technician Gr. II	20	6680-10790	11620-18740	Existing ratio of 1:1 between Gr. I and Gr. II posts will continue.
Dental Hygienist Gr. II	5	6680-10790	11620-18740	Existing ratio of 2:2:1 among Gr. II, Gr. I and Senior Grade will continue.
Pharmacist (Ayurveda) Gr. II	8	6080-9830	10480-17420	Existing ratio of 1:3 between Gr. I and Gr. II will continue.
Nurse (Homoeo) Gr. II	1	6080-9830	10480-17420	Existing ratio of 1:2 between Gr. I and Gr. II posts will continue.
Pharmacist (Homoeo) Gr. II	13	6080-9830	10480-17420	Existing ratio of 1:2 between Gr. I and Gr. II posts will continue.
Operation Theatre Technician	4	5650-8790	9940-15380	
Masseur	2	5650-8790	9940-15380	
Electrician	6	5250-8390	9190-14620	
Packer	1	5250-8390	9190-14620	
Theatre Attender	3	4750-7820	8960-13210	
Head Cook	7	4750-7820	8960-13210	
Plumber-cum-Operator	13	4750-7820	8960-13210	
Junior Laboratory Assistant	6	4630-7000	8730-12550	
X-Ray Attender	7	4630-7000	8730-12550	
Laboratory Assistant	6	4630-7000	8730-12550	
Nursing Assistant	231	4630-7000	8730-12550	
Cook Gr. I	11	4630-7000	8730-12550	Existing ratio of 1:3 between Gr. I and Gr. II posts will continue.
Nursing Assistant (Homoeo)	2	4630-7000	8730-12550	
Attender (Ayurveda)	10	4630-7000	8730-12550	

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Hospital Attendent	651	4510-6230	8500-12220	
Dhobi	15	4510-6230	8500-12220	
Hospital Attendent (Homoeo)	0	4510-6230	8500-12220	
Cook Gr. II	12	4510-6230	8500-12220	Existing ratio of 1:3 between Gr. I and Gr. II posts will continue.
Common Category				
Senior Superintendent	5	10790-18000	18740-31360	
Junior Superintendent	13	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Head Clerk	38	8390-13270	14620-23480	
Typist (Selection Grade)	4	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Typist (Senior Grade)	4	7990-12930		
Confidential Assistant Grade I	1	7990-12930	13900-22360	
U.D. Clerk	168	6680-10790	13210-20740	
U.D. Typist	9	6680-10790	13210-20740	
Driver Gr. I	3	6080-9830	10480-17420	
L.D. Clerk	169	5250-8390	9940-15380	
L.D. Typist	9	5250-8390	9940-15380	
Driver Gr. II	15	5250-8390	9190-14620	
Binder	1	4750-7820	8960-13210	
Class IV Employee Gr. II	154	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Finance Officer Gr. I	1	23200-31150	40640-54140	
Administrative Officer	1	23200-31150	40640-54140	
Total	3040			

No. of Part-Time Contingent employees –108; No. of Casual/Contract/Daily Waged employees – 11; No. of Women employees including Part-Time – 1513.

7.41. IRRIGATION

7.41.1. The Irrigation Department was formed bifurcating the erstwhile Public Works Department with effect from 1/4/1990 vide G.O. (P) No.27/90/PW & I dated 23/9/1990. The Department is implementing major and minor Irrigation schemes and construction of large and medium Irrigation projects, maintenance and protection of Inland Navigation routes in the State and Anti-Sea-Erosion Works.

7.41.2. The Chief Engineer, Irrigation and Administration is the Head of the Department. There are 6 Chief Engineers, namely, 1) Chief Engineer, Irrigation,

2) Chief Engineer Project I Kozhikode, 3) Chief Engineer Project II Thiruvananthapuram, 4) Chief Engineer/ Chief Administrator, Command Area Development Authority, 5) Chief Engineer, Mechanical and 6) Chief Engineer, Irrigation Design & Research Board.

7.41.3. The Commission held discussion with the Head of the Department and Service Organisations and after careful consideration of the demands, makes the following recommendations:

- (i) The post of Chief Engineer may be placed in the revised scale of pay of Rs.48640-59840.
- (ii) The posts of Deputy Chief Engineer/Superintending Engineer/Director may be placed in the scale of pay corresponding to Rs.25400-33100.
- (iii) The Executive Engineer (HG)/Joint Director (HG) and Executive Engineer/Joint Director may be placed in the scales of pay corresponding to Rs.23200-31150 and Rs.20700-26600 respectively.
- (iv) The present system of granting special allowance in addition to the special pay may be continued to the Overseer Gr. I & Gr. II those who are engaged in gauging works.
- (v) Government may consider to sanction Uniform Allowance to the Security staff who are engaged in security duties at Dam sites.
- (vi) The Time Bound Higher Grade sanctioned to the Overseer in PWD vide G.O. (Ms) No.6/2006/PWD dated 30.1.2006 may be extended to the Overseers with JTSLC in Irrigation Department in compliance with the common judgement in WP(C) No. 8991 and 15063 of 2009 of Hon'ble High Court.
- (vii) During the time of discussion held with the various Service Organisations it is requested to withdraw the 20% higher grade sanctioned to the posts of Overseer Gr. I/Draftsman Gr. I. The Commission recommends to withdraw the 20% higher grade sanctioned to the posts and also recommends to allow the Time Bound Higher Grade in the scale of pay corresponding to Rs.11070-18450 subject to the final judgment of the Supreme Court.
- (viii) Two posts of Administrative Assistant may be upgraded as Senior Administrative Assistant and posted in the Chief Engineers' office. One Senior Administrative Assistant may be designated as Senior Administrative Assistant (Technical) and the other as Senior Administrative Assistant (Administration) and assign the duties relating to establishment matters of technical personnel and ministerial personnel respectively.

7.41.4. It has come to the notice of the Commission that HR (Hand Receipt) Worker and SLR Worker are engaged by the Department without proper authority and are in turn absorbed as Grade II Worker (Class IV Employee) in the Department. These irregular engagements of personnel has to be discontinued.

7.41.5. Corresponding revision is recommended to all other posts in the Department.

7.41.6. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Chief Engineer	5	26600-33750	48640-59840	
Deputy Chief Engineer/Superintending Engineer/Director	20	23200-31150	44640-56340	
Executive Engineer/Joint Director HG	22	20700-26600	40640-54140	
Executive Engineer/ Joint Director	65	16650-23200	36140-46640	25% of the posts will be on higher grade.
Assistant Executive Engineer/ Deputy Director HG	95	13610-23200	24040-36140	
Assistant Executive Engineer/ Deputy Director	186	12250-19800	21240-34500	1/3rd posts will be on higher grade
Chief Inspector of Boats (AEE)	1	12250-19800	21240-34500	Incumbents having higher scale will be given the cadre scale.
Assistant Engineer/ Assistant Director	707	11070-18450	20740-33680	
Draftsman Gr. I/Overseer Gr. I	803	7990-12930	13900-22360	
Scientific Assistant		7990-12930	13900-22360	
Foreman	1	7990-12930	13900-22360	
Information Assistant	1	6680-10790	11620-18740	
Sergeant	2	6680-10790	11620-18740	
Dredger Driver		6680-10790	11620-18740	
Dredger Operator	3	6680-10790	11620-18740	
Plumping Inspector	3	6680-10790	11620-18740	
Senior Mechanic	4	6680-10790	11620-18740	
Heavy Machine Operator	2	6680-10790	11620-18740	
Mechanic	9	6680-10790	11620-18740	
Canal Officer	12	6680-10790	13210-20740	
Draftsman Gr. II/Overseer Gr. II	868	6680-10790	11620-18740	The existing ratio of 1:1 between Draftsman / Overseer Gr. II and Gr. I will continue
Canal Inspector	2	6080-9830	10480-17420	
Draftsman Gr. III/Overseer Gr. III	1045	5650-8790	9940-15380	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Pump Operator/Pump Driver	26	5250-8390	9190-14620	
Lab Assistant	3	5250-8390	9190-14620	
Turner	5	5250-8390	9190-14620	
Driver cum Operator	6	5250-8390	9190-14620	
Boat Registration Officer	2	5250-8390	9190-14620	
Jetty Superintendent	45	5250-8390	9190-14620	
Boat Syrang	4	5250-8390	9190-14620	
Motor Boat Syrang/Syrang	1	5250-8390	9190-14620	
Light Machine Operator	2	5250-8390	9190-14620	
Lineman	1	5250-8390	9190-14620	
Fitter Gr. II/Mechanic	60	5250-8390	9190-14620	
Assistant Pump Operator	20	4750-7820	8960-13210	
Operator Mechanic	2	4750-7820	8960-13210	
Blacksmith	17	4750-7820	8960-13210	
Moulder	4	4750-7820	8960-13210	
Welder	5	4750-7820	8960-13210	
Roller Cleaner		4630-7000	8730-12550	
Lorry Cleaner	1	4630-7000	8730-12550	
Butler		4630-7000	8730-12550	
Cook cum Watchman	1	4630-7000	8730-12550	
Gardener		4630-7000	8730-12550	
Pump Cleaner/Canal Watcher	3	4630-7000	8730-12550	
Telephone Operator	1	4630-7000	8730-12550	
Blue Printer	63	4630-7000	8730-12550	
IB Watcher	2	4510-6230	8500-12220	
Helper	10	4510-6230	8500-12220	
NMR Worker Gr. I		4750-7820	8960-13210	
NMR Worker Gr. II		4510-6230	8500-12220	
Lascar/Watcher	765	4510-6230	8500-12220	
Mechanical wing				
Chief Engineer	1	26600-33750	46640-58640	
Superintending Engineer/Director	2	23200-31150	44640-56340	
Executive Engineer HG		20700-26600	40640-54140	
Executive Engineer/Joint Director	5	16650-23200	36140-46640	25% of the posts will be on higher grade.
Assistant Executive Engineer HG		13610-23200	24040-36140	
Assistant Executive Engineer/Deputy	17	12250-19800	21240-34500	1/3rd posts will be on

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director				higher grade
Assistant Engineer/Assistant Director	39	11070-18450	20740-33680	
Draftsman Gr. I/Overseer Gr. I	21	7990-12930	13900-22360	
Draftsman Gr. II /Overseer Gr. II	20	6680-10790	11620-18740	
Draftsman Gr. III/Overseer Gr. III/ Tracer	33	5650-8790	9940-15380	
Plumbing Inspector		6680-10790	11620-18740	
Roller Driver Grade II	26	5650-8790	9940-15380	
Boat Driver	1	5250-8390	9190-14620	
Carpenter	3	4750-7820	8960-13210	
Roller Cleaner		5250-8390	9190-14620	
Greaser	3	4510-6230	8500-12220	
Roller cum Lorry Driver	1	4630-7000	8730-12550	
Lorry Cleaner	1	4510-6230	8500-12220	
Senior Mechanic	2	6680-10790	11620-18740	
Diesel Mechanic	2	4750-7820	8960-13210	
Mechanic / Fitter	11	4750-7820	8960-13210	
Blacksmith	17	4750-7820	8960-13210	
Welder	5	4750-7820	8960-13210	
Painter	2	4630-7000	8730-12550	
Moulder	2	4750-7820	8960-13210	
Turner	3	4750-7820	8960-13210	
Electrician	3	4750-7820	8960-13210	
Lascar	1	4510-6230	8500-12220	
Line man	1	5250-8390	9190-14620	
Boat Driver	1	5250-8390	9190-14620	
Dredger Operator	6	6680-10790	11620-18740	
Dredger Driver	6	6680-10790	11620-18740	
Driver cum Operator	6	5250-8390	9190-14620	
Dredger Watcher	12	4510-6230	8500-12220	
Dredger Cleaner	12	4510-6230	8500-12220	
Dredger Worker	48	4510-6230	8500-12220	
Bull Dozer Operator	1	6680-10790	11620-18740	
Excavator	1	6680-10790	11620-18740	
Spray Painter	1	5650-8790	9940-15380	
Computer Operator	1	5650-8790	9940-15380	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Line Man Gr. I	5	5650-8790	9940-15380	
Oil Engine Driver	6	5250-8390	9190-14620	
Caretaker	1	5250-8390	9190-14620	
Mixer Driver	3	5250-8390	9190-14620	
Boat Driver	9	5250-8390	9190-14620	
Wireman	2	5250-8390	9190-14620	
Line Man Gr. II	1	5250-8390	9190-14620	
Lock Operator	1	4750-7820	8960-13210	
Drilling Plant Operator	4	4750-7820	8960-13210	
Plumber	1	4750-7820	8960-13210	
Modeller	5	4750-7820	8960-13210	
Upholsterer	1	4750-7820	8960-13210	
Boat Cleaner	2	4630-7000	8730-12550	
Worker Gr. I	311	4630-7000	8730-12550	
Roller cum Lorry Driver	8	4630-7000	8730-12550	
Mason	3	4510-6230	8500-12220	
Worker Gr. II	73	4510-6230	8500-12220	
Deckman	2	4510-6230	8500-12220	
Engine man	1	4510-6230	8500-12220	
Common category				
Administrative Assistant	13	12250-19800	22360-35320	
Confidential Assistant Selection Grade	7	11070-18450	19240-32110	
Senior Superintendent	26	10790-18000	18740-31360	
Junior Superintendent	159	9190-15510	16180-27140	
Fair Copy Superintendent	7	9190-15510	16180-27140	
Confidential Assistant Senior Grade	7	9190-15510	16180-27140	
Head Clerk	219	8390-13270	14620-23480	
Selection Grade Typist	69	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Senior Grade Typist	68	7990-12930		
Confidential Assistant Gr. I	7	7990-12930	13900-22360	
UD Clerk	844	6680-10790	13210-20740	
UD Typist	139	6680-10790	13210-20740	
Confidential Assistant Gr. II	7	6080-9830	10480-17420	
Roller Driver	25	5650-8790	9940-15380	
LD Clerk	844	5250-8390	9940-15380	
LD Typist	139	5250-8390	9940-15380	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Typist Clerk	2	5250-8390	9940-15380	
Driver	254	5250-8390	9190-14620	
Lift Operator		5250-8390	9190-14620	
Pump Operator		5250-8390	9190-14620	
Record Attender	12	4630-7000	8730-12550	
Duffedar	1	4630-7000	8730-12550	
Mochee	1	4630-7000	8730-12550	
Class IV Employee Gr. II	857	4510-6230	8500-12220	
Watchman	290	4510-6230	8500-12220	
Roneo Operator	1	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Senior Administrative Officer	1	20700-26600	36140-46640	
Senior Finance Officer	4	20700-26600	36140-46640	
Law Officer	2	16650-23200	29180-40640	
Financial Assistant	12	12250-19800	21240-34500	
Divisional Accountant	61	10790-18000	18740-31260	
Legal Assistant	1	9590-16650	16980-29180	
Statistical Assistant Gr. I	2	6680-10790	13900-22360	
Statistical Assistant Gr. II	2	5250-8390	11620-18740	
Assistant Surgeon	2	11070-18450	20740-33680	
Pharmacist	1	6680-10790	11620-18740	
Assistant Nurse/Midwife	1	6680-10790	11620-18740	
Nursing Assistant	1	4630-7000	8730-12550	
Hospital Attender	1	4630-7000	8730-12550	
Total	9750			

No. of Part-Time Contingent employees - 229; No. of Casual/ Contract /Daily Waged employees -2150;
No. of Women employees including Part-Time - 2640.

7.42. JUDICIARY (SUBORDINATE STAFF)

7.42.1. Criminal Justice wing and Civil Justice wing constitute the Judicial wings in Kerala. Independent Judiciary is the fundamental concept of our Constitution. Administration of Justice in the State are carried out through Civil and Criminal Courts. The District Judge is the controlling authority of both the Civil and Criminal Courts in a District and Chief Judicial Magistrate is confined to the Criminal Courts such as the additional Chief Judicial Magistrate and Judicial First Class Magistrate Courts. The State Govt. had been revising the scale of pay of Judicial Officers from Magistrate to Selection Grade District and Sessions Judge upto 1992 Pay Revision. As the revision of the scale of pay of

Judicial Officers is being done by the National Judicial Pay Commission, the revision of scale of pay of the staff of the Judiciary has been considered by this Pay Revision Commission along with the other employees of the State service.

7.42.2. The Commission held discussion with the Service Organisations and after careful consideration of all aspects, recommends the following:

- (i) The Sheristadar of the Principal District Court is the Administrative Head rendering assistance to the Principal District Judge in all matters related to the District Court. Considering the importance and the nature of work as well as the Administrative Head in the District Court the scale of pay of the Sheristadar may be enhanced to that of Senior Administrative Assistant.
- (ii) The post of Sheristadar of Additional District Court, MACT, Family Courts and Special Courts may be placed in the scale of pay corresponding to Rs.12250-19800. A post of Sheristadar each may be created in the MACTs at Kollam, Alappuzha, Kottayam, Thrissur, Palakkad and Manjeri.
- (iii) The post of Sheristadar in Sub Courts may be placed in the scale of pay corresponding to Rs.11070-18450.
- (iv) Considering the importance of the nature of duties of the Central Nazir, the scale of pay of Central Nazir may be enhanced corresponding to Rs.9190-15510.
- (v) The Chief Judicial Magistrate (CJM) is the Head of Administration of Criminal Courts in a District. The Chief Ministerial Officer rendering assistance to CJM is the Sheristadar of CJM Court. Considering the higher duties and responsibilities of the Sheristadar, scale of pay may be revised corresponding to Rs.12250-19800.
- (vi) 15 posts of Head Clerk in CJM Courts may be upgraded as Senior Superintendent.
- (vii) 50% of the Principal Counsellors of the Family Court may be allowed higher grade in the scale of pay corresponding to Rs.12250-19800.
- (viii) A special allowance of Rs.400/- per month to Confidential Assistant of District Court, CJM Court and Sub Courts and Rs.250./- per mensum to the Munsiff Courts may be allowed in view of the nature and quantum of work.
- (ix) A Special Allowance@ Rs.150/- per month may be allowed to Bench Clerks considering the nature of duties and volume of work.

(x) Special Allowance to Amins and Process Servers @ Rs.100/-per month may be allowed in addition to the existing Travelling Allowance.

(xi) The Special Allowance to the Clerk in charge of Record/Property Rooms may be enhanced from Rs.100/- to Rs.150/- per month.

7.42.3. The Commission recommends to upgrade one post of Junior Superintendent as Senior Superintendent in the place where more than two Munsiff Courts exists. Also recommends to increase the strength of ministerial staff in Subordinate Courts based on the work study conducted and as directed by Honorable High Court in the judgement dated 24.5.2006 in OP.Nos.706 and 1716 of 2001.

7.42.4. The Commission recommends corresponding revision to all other posts.

7.42.5. The Categories of posts with the existing and the proposed scales of pay are as given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Sheristadar District Court	14	11910-19350	24040-36140	
Sheristadar Additional District Court	2	11910-19350	21240-34500	
Sheristadar Special Court/Court MACT	40	11910-19350	21240-34500	
Sheristadar Chief Judicial Magistrate Court	16	11910-19350	21240-34500	
Principal Counsellor Family Court	16	11910-19350	20740-33680	50% Higher Grade on Rs.21240-34500.
Sheristadar Sub Court	39	10790-18000	19240-32110	
Senior Superintendent District Court	20	10790-18000	18740-31360	
Head Clerk Chief Judicial Magistrate Court	15	9190-15510	18740-31360	
Head Clerk MACT	14	9190-15510	16180-27140	
Head Clerk Munsiff Magistrate Court	22	9190-15510	16180-27140	
Bench Clerk District Court	78	9190-15510	16180-27140	
Bench Clerk MACT	22	9190-15510	16180-27140	
Bench Clerk CJM Court	15	8390-13270	14620-23480	
Central Nazir	35	8390-13270	16180-27140	
Deputy Nazir	30	6680-10790	11620-18740	
Kannada Translator	3	6680-10790	11620-18740	
Amin	385	5250-8390	9190-16420	
Duffedar	52	4630-7000	8730-12550	
Court Keeper	157	4630-7000	8730-12550	
Process Server	1833	4630-7000	8730-12550	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Common Category				
Confidential Assistant Selection Grade	104	11070-18450	19240-32110	
Junior Superintendent	289	9190-15510	16180-27140	
Fair Copy Superintendent	62	9190-15510	16180-27140	
Confidential Assistant Senior Grade	104	9190-15510	16180-27140	
Head Clerk	72	8390-13270	14620-23480	
Selection Grade Typist	202	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Senior Grade Typist	202	7990-12930		
Confidential Assistant Gr. I	104	7990-12930	13900-22360	
U.D Clerk	1145	6680-10790	13210-20740	
U.D Typist	405	6680-10790	13210-20740	
Confidential Assistant Gr. II	109	6080-9830	10480-17420	
L.D Clerk	1191	5250-8390	9940-15380	
L.D Typist	406	5250-8390	9940-15380	
Driver	64	5250-8390	9190-14620	
Attender	122	4630-7000	8730-12550	
Class IV Employee Gr. II	1239	4510-6230	8500-12220	
Total	8628			

No. of Part-Time Contingent employees - 330; No. of Women Employees including Part-Time -2494.

7.43. KERALA INSTITUTE FOR RESEARCH, TRAINING AND DEVELOPMENT STUDIES OF SCHEDULED CASTES AND SCHEDULED TRIBES (KIRTADS)

- 7.43.1.** KIRTADS which originally started functioning in the year 1971 as Tribal Research and Training Centre (TR & TC), was given the status of a State Government Department with Headquarters at Kozhikode in the year 1979, under the administrative control of the Scheduled Castes/Scheduled Tribes Development Department. It has been functioning as an 'Expert Agency' in caste determination cases; conducting research in the fields of Anthropology, Linguistics, Sociology and Economics. It imparts training to members belonging to SC/ST of Grama Sabha/Oorukootams, Officials of State Government Departments and to the Youths in leadership. It is also conducting development studies on SC/ST Development programmes, implemented by various Departments and the three-tier Panchayats in the State.
- 7.43.2.** The Special Rules governing the recruitment and service conditions of teaching & other staff of KIRTADS have been notified by the Government in 2007.

7.43.3. The proposal of the Director has been examined by the Commission in detail and the following recommendations are made:

- (i) The revised scale of pay of Rs.42640-55240 may be allowed to the post of Director.
- (ii) The scales of pay as shown may be allowed to the following categories of posts.

Deputy Director (Anthropology)	}	The scale of pay corresponding to Rs.13610-20700
Deputy Director (Development Studies)		
Deputy Director (Training)		
Lecturer (Anthropology)/(Sociology)	}	The scale of pay corresponding to Rs.11910-19350
Research Officer (Anthropology)		
Research Officer (Statistics)		

7.43.4. For all other categories, normal revision is recommended.

7.43.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
Director	1	23200-31150	42640-55240	
Deputy Director(Anthropology)	1	12930-20250	24040-36140	
Deputy Director (Development Studies)	1	12930-20250	24040-36140	
Deputy Director (Training)	1	12930-20250	24040-36140	
Lecturer (Anthropology/Sociology)	3	11070-18450	20740-33680	
Research Officer (Anthropology)	5	11070-18450	20740-33680	
Research Officer (Statistics)	1	11070-18450	20740-33680	
Computer Operator	1	11070-18450	19240-32110	
Statistician	1	8790-13610	15380-24040	
Research Assistant (Anthropology)	1	8390-13270	14620-23480	
Research Assistant (Sociology)	3	8390-13270	14620-23480	
Research Assistant (Linguistics)	1	8390-13270	14620-23480	
Cartographer	1	8390-13270	14620-23480	
Curator	1	7480-11910	13210-20740	
Investigator	2	6680-10790	11620-18740	
Common Category				
Junior Superintendent	1	9190-15510	16180-27140	

Designation	No. of posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
U.D. Clerk	2	6680-10790	13210-20740	
L.D. Clerk	2	5250-8390	9940-15380	
U.D. Typist	1	6680-10790	13210-20740	
L.D. Typist	2	5250-8390	9940-15380	
Confidential Assistant	1	6080-9830	10480-17420	
Driver	4	5250-8390	9190-14620	
Museum Attendant	1	4630-7000	8730-12550	
Record Attender	1	4630-7000	8730-12550	
Class IV Employee Gr. II	4	4510-6230	8500-12220	
Watchman	1	4510-6230	8500-12220	
Night watchman	1	4510-6230	8500-12220	
Sweeper cum-Watchman	1	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Administrative Officer	1	12930-20250	22360-35320	
Finance Officer	1	12930-20250	22630-35320	
Librarian Grade III	1	8390-13270	14620-23480	
Total	49			

No. of Part-Time Contingent Employee - 1; No. of Women employees including Part-Time - 10.

7.44. LABOUR

- 7.44.1.** The Labour Department is concerned with the promotion of Industrial peace and enforcement of various Labour Laws in the State. It also administers welfare schemes for cashew, coir and handloom workers. The Labour Commissioner is the Head of the Department drawn from IAS cadre. The Labour Commissioner is assisted by two Additional Labour Commissioners and other subordinate staff.
- 7.44.2.** The Commission, after having examined the representations received from the Organisations of employees and careful consideration of all the aspects, makes the following recommendations:
- (i) The Additional Labour Commissioner may be placed in the revised scale of pay of Rs.42640-55240.
 - (ii) The Joint Labour Commissioner and the Chief Inspector of Plantation may be placed in the scale of pay corresponding to Rs.23200-31150.
 - (iii) The District Labour Officer, Inspector of Newspaper Establishment/District Labour Officer (HQ) may be placed in the scale of pay corresponding to Rs.12930-20250.

- (iv) Considering the duties and responsibilities, the post of Assistant Labour Officer Grade II may be placed in the scale of pay corresponding to Rs.9190-15510.

7.44.3. Normal revision is recommended to all other categories of posts.

7.44.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Labour Commissioner	1	IAS		
Additional Labour Commissioner	2	23200-31150	42640-55240	
Joint Labour Commissioner	4	20700-26600	40640-54140	
Chief Inspector of Plantation	1	20700-26600	40640-54140	
Deputy Labour Commissioner (HQ)	1	13610-20700	24040-36140	
Deputy Labour Commissioner & Workmen Compensation Commissioner	7	13610-20700	24040-36140	
Deputy Labour Commissioner & Secretary State Advisory Contract Labour Board	1	13610-20700	24040-36140	
District Labour Officer	25	12250-19800	22360-35320	
Inspector of News Paper Establishment/District Labour Officer (HQ)	1	12250-19800	22360-35320	
Deputy Labour Officer	19	11910-19350	20740-33680	
Personal Assistant to the Labour Commissioner	1	11910-19350	20740-33680	
Secretary Minimum Wages Advisory Board	1	10790-18000	18740-31360	
Secretary Labour Committee	1	10790-18000	18740-31360	
Assistant Labour Officer Gr. I	13	10790-18000	18740-31360	
Inspector of Plantations	10	10790-18000	18740-31360	
Assistant Labour Officer Gr. II	102	8390-13270	16180-27140	
Common Category				
Administrative Assistant	2	12250-19800	21240-34500	
Senior Superintendent	11	10790-18000	18740-31360	
Junior Superintendent	34	9190-15510	16180-27140	
Fair Copy Superintendent	2	9190-15510	16180-27140	
Head Clerk	3	8390-13270	14620-23480	
Upper Division Clerk	183	6680-10790	13210-20740	
Lower Division Clerk	183	5250-8390	9940-15380	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Clerk Typist	11	5250-8390	9940-15380	
Confidential Assistant Sel. Gr.	3	11070-18450	19240-32110	
Confidential Assistant Sen. Gr.	5	9190-15510	16180-27140	
Confidential Assistant Gr. I	4	7990-12930	13900-22360	
Confidential Assistant Gr. II	3	6080-9830	10480-17420	
Typist (Selection Grade)	7	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Typist (Senior Grade)	9	7990-12930		
Upper Division Typist	20	6680-10790	13210-20740	
Lower Division Typist	20	5250-8390	9940-15380	
Driver (Senior Grade)	4	6680-10790	11620-18740	
Driver Grade I	6	6080-9830	10480-17420	
Driver Grade II	8	5250-8390	9190-14620	
Record Attender	1	4630-7000	8730-12550	
Roneo Operator	1	4750-7820	8960-13210	
Duffedar	1	4630-7000	8730-12550	
Class IV Employee Gr. II	175	4510-6230	8500-12220	
Binder Grade II	1	4750-7820	8960-13210	
Night Watchman	1	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Administrative Officer	1	12930-20250	22360-35320	
Finance Officer	1	12930-20250	22360-35320	
Law Officer	1	20700-26600	36140-46640	
Publicity Officer	1	12930-20250	22360-35320	
Research Officer	1	11070-18450	19240-32110	
Publicity Assistant	1	9190-15510	16180-27140	
Research Assistant	1	8390-13270	14620-23480	
UD Compiler	2	6680-10790	11620-18740	
Librarian Grade IV	1	6680-10790	11620-18740	
Total	898			

No. of Part-Time Contingent employees - 86; No. of Women employees including Part-Time - 342.

7.45. LABOUR COURTS

- 7.45.1.** Four Labour Courts are functioning under the Labour Department in Kollam, Ernakulam, Kozhikkode and Kannur. The Presiding officers of the Courts are deputed from among the officers of the Judicial Department, in the cadre of District Judges. The post of Secretary, in the cadre of Senior Superintendent, and other staff members are deputed from the Labour Department.

7.45.2. The Commission held discussion with the Secretaries of all the Labour Courts. The suggestions made by the Secretaries include granting of special allowance to Bench Clerk, Driver, Confidential Assistants and Class IV Employees. He has also requested for exemption from T.A ceiling in respect of staff members attending camp sittings. The Commission decided to concede to the above demands and to allow the Special Allowance at the rates in the District Courts.

7.45.3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of Posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Presiding Officer	4	NJPC		
Secretary	4	10790-18000	18740-31360	
UD Clerk	6	6680-10790	13210-20740	
UD Typist	2	6680-10790	13210-20740	
Confidential Assistants Gr. II	4	6080-9830	10480-17420	
LD Typist	2	5250-8390	9940-15380	
LD Clerk	8	5250-8390	9940-15380	
Driver	3	5250-8390	9190-14620	
Class IV Employee Gr. II	8	4510-6230	8500-12220	
Total	41			

No. of Part-Time Contingent employees - 4; No. of Women employees including Part-Time -15.

7.46. LAND BOARD

7.46.1. The Land Board is functioning under the Department of Land Revenue. The main function of the Board is to implement the Land Reforms in the State. 63 Taluk Land Boards, 3 Appellate Authorities, 17 Land Tribunals and the Special Tahsildar (Assignment of Surplus Land), Kannur are functioning under the State Land Board. Secretary, Land Board, who is the Head of Department is drawn from the IAS cadre. All other staff, except Finance Officer, are drawn from Land Revenue Department.

7.46.2. The Commission held discussion with various Service Organizations and the Secretary, Land Board. Recommends normal revision to all categories of posts.

7.46.3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Secretary	1			IAS
Asst. Secretary (Deputy Collector)	1	12930-20250	22360-35320	
Senior Superintendent/ Tahsildar	3	10790-18000	18740-31360	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Junior Superintendent/Deputy Tahsildar	3	9190-15510	16180-27140	
U D Clerk/ Special Village Officer	18	6680-10790	13210-20740	
L D Clerk/ Village Assistant	18	5250-8390	9940-15380	
Common Category				
Confidential Asst. Selection grade	1	11070-18450	19240-32110	
Confidential Asst. Sr. Grade	1	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Selection Gr. Typist	1	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Senior Grade Typist	1	7990-12930		
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
U D Typist	5	6680-10790	13210-20740	
Driver	3	5250-8390	9190-14620	
Attender	3	4630-7000	8730-12550	
Class IV Employees Gr. II	10	4510-6230	8500-12220	
Post held by Personnel of other Department				
Finance Officer	1	12930-20250	22360-35320	
Total	72			

No. of Part-Time. Contingent employees- 1; No. of Women employees- 27.

7.47. LAND REVENUE

- 7.47.1.** The Land Revenue Department is one of the oldest Departments in the State and plays a key role in the administration of the State, which comprises of 14 Districts, 21 Revenue Divisions, 63 Taluks and 1453 Villages. The Department is engaged in the collection of Taxes viz. Land Tax, Plantation Tax, Irrigation Cess, Building Tax etc. The Department also implements several social welfare schemes and is the nodal agency for providing relief to the victims of natural calamities. The Department also undertakes emergency relief measures. The conservation of Government land, Land acquisition, Land assignment and Land reforms are other major functions of the Department.
- 7.47.2.** The Department is headed by Land Revenue Commissioner and he is assisted by District Collectors, Revenue Divisional Officers, Tahsildars and Village Officers. (The Districts are headed by District Collectors. The Revenue Division is headed by a Revenue Divisional Officer, Taluk is headed by a Tahsildar and Village is headed by a Village Officer.)
- 7.47.3.** The Commission held discussion with various Service Organisations and with the Land Revenue Commissioner. After careful consideration of all the aspects, the following recommendations are made:

- (i) In view of the increased work load in the Village Offices, the Government may consider creation of one more post of Village Assistant in each Village Office.
- (ii) One of the Deputy Collectors (Senior Grade) of each District may be designated as District Revenue Officer and Additional District Magistrate and assigned certain functions which are presently attended by the District Collector. They may be given special allowance of Rs.500/-.
- (iii) The Deputy Collector (Senior Grade) is in the scale of pay corresponding to Rs.20700-26600. The existing ratio of 3:1 between Deputy Collectors and Deputy Collector (Senior Grade) may continue. The Deputy Collectors holding the post of RDO may be given special allowance of Rs.500/- p.m.
- (iv) The higher grade of Tahsildar may be modified as 30% in the corresponding scale of pay of Rs.12250-19800.
- (v) Villageman may be allowed higher grade in the scale of pay corresponding to Rs.4750-7820 in the ratio of 2:1 between Villageman and Villageman (HG).
- (vi) Villageman may be given the right to issue receipts against the collection.
- (vii) Training may be imparted to increase efficiency in work.

7.47.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Commissioner	1			IAS
Additional Commissioner	1			IAS
District Collector	14			IAS
Sub Collector/ Assistant Collector	6			IAS
Deputy Collector Sr. Gr.	31	20700-26600	36140-46640	Existing ratio of 3:1 between Deputy Collector and Deputy Collector (Sr. Gr.) will continue.
Deputy Collector	93	12930-20250	22360-35320	
Tahsildar (HG)	66	11910-19350	21240-34500	30% in HG
Tahsildar	264	10790-18000	18740-31360	
Senior Superintendent(HG)		11910-19350	20740-33680	20% in HG
Senior Superintendent		10790-18000	18740-31360	
Deputy Tahsildar / Junior Superintendent	1084	9190-15510	16180-27140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Village Officer/Revenue Inspector/Head Clerk	1777	8390-13270	14620-23480	
U D Clerk/ Special Village Officer	3645	6680-10790	13210-20740	
L D Clerk/ Village Assistant	3658	5250-8390	9940-15380	
Villageman	2956	4630-7000	8730-12550	? rd of the post will be on HG Rs.8960-13210.
Common Category				
Fair Copy Superintendent	30	9190-15510	16180-27140	
Confidential Assistant Sel. Grade	13	11070-18450	19240-32110	
Confidential Assistant Sr. Grade	20	9190-15510	16180-27140	
Confidential Assistant Gr. I	8	7990-12930	13900-22360	
Confidential Assistant Gr. II	30	6080-9830	10480-17420	
Selection Grade Typist	69	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Sr. Gr. Typist	85	7990-12930		
U D Typist	184	6680-10790	13210-20740	
L D Typist	342	5250-8390	9940-15380	
Typist Clerk	4	5250-8390	9940-15380	
Sergeant	7	6680-10790	11620-18740	
Driver Gr. I	30	6080-9830	10480-17420	
Driver Gr. II	99	5250-8390	9190-14620	
Electrician/ Pump Operator	2	5250-8390	9190-14620	
Lift Operator	4	4750-7820	8960-13210	
Attender	136	4630-7000	8730-12550	
Class IV Employee Gr. II	1867	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Senior Finance Officer	1	20700-26600	36140-46640	
Finance Officer	15	12930-20250	22360-35320	
Total	16542			

No. of Part-Time Contingent employees - 689; No. of Casual /Contract /Daily Waged employees - 1108; No. of Women employees including Part-Time - 5859.

7.48. LAND USE BOARD

7.48.1. The Kerala State Land Use Board was established in 1975 under the Department of Planning and Economics Affairs. The Board is functioning as an agency to collect and process data on land resources to facilitate scientific use of land and to provide necessary advisory support on matters related to the optimum use of land and land resources.

- 7.48.2.** Kerala Land Use Board has been declared as a State Government Department as per G.O. (Ms) No.3/2007/Plg. dated 7.02.2007. The Land Use Commissioner belonging to IAS cadre, is the Head of the Department.
- 7.48.3.** The Commission held discussion with the Head of the Department. After considering all the aspects, normal revision is recommended to all categories of posts in the Department.
- 7.48.4.** The categories of posts with the existing and the proposed scales of pay are as given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Land Use Commissioner	1	IAS		
Deputy Director (Agriculture)	1	13610-20700	24040-36140	
Deputy Director (Soil Survey)	1	13610-20700	24040-36140	
Deputy Director (Statistics)	1	13610-20700	24040-36140	
Assistant Director (Agriculture)	2	12250-19800	21240-34500	
Assistant Director (Soil Survey)	1	12250-19800	21240-34500	
Agronomist	1	12250-20250	21240-34500	
Specialist (Hydrogeology)	1	12930-20250	22360-35320	
Specialist (Soil Science)	1	12250-19800	21240-34500	
Specialist (Soil Conservation)	1	12250-19800	21240-34500	
Agricultural Officer/Soil Survey Officer / Soil Survey Assistant	2	11070-18450	20740-33680	
Assistant Geologist	1	11070-18450	19240-32110	
Cartographer	1	11070-18450	19240-32110	
Forest Officer	1	9190-15510	16180-27140	
Geological Assistant	6	9190-15510	16180-27140	
Assistant-cum-Accountant	1	9190-15510	16180-27140	
Statistical Assistant	1	9190-15510	16180-27140	
Publication Assistant	1	8390-13270	14620-23480	
Draftsman Grade I	1	7990-12930	13900-22360	
Draftsman Grade II	2	6080-9830	10480-17420	
Lab Assistant	2	6080-9830	10480-17420	
Planning Surveyor Grade II	2	6080-9830	10480-17420	
Cartographic Assistant	1	4630-7000	8730-12550	
Common Category				
Senior Superintendent	1	10790-18000	18740-31360	
Head Clerk	1	8390-13270	14620-23480	
U.D. Clerk	1	6680-10790	13210-20740	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
U.D. Typist	1	6680-10790	13210-20740	
Confidential Assistant	3	6080-9830	10480-17420	
Artist	1	5650-8790	9940-15380	
Driver (LMV)	5	5250-8390	9190-14620	
L.D Clerk	3	5250-8390	9940-15380	
L.D Typists	1	5250-8390	9940-15380	
Class IV Employee Gr. II	6	4510-6230	8500-12220	
Watchman	1	4510-6230	8500-12220	
Total	57			

No. of Part-Time Contingent employees – 3; No. of Women employees including Part-Time -18.

7.49. LAW COLLEGES

7.49.1. There are four Government Law Colleges in the State at Thiruvananthapuram, Ernakulam, Thrissur and Kozhikode which are under the administrative control of the Higher Education Department in the Secretariat. The teaching staff are in the UGC scheme and non-teaching staff are in the State scales of pay. Normal revision is recommended.

7.49.2. The Categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of Posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Principal	4	UGC		
Lecturer	70	UGC		
Common Category				
Administrative Assistant	4	12250-19800	22360-35320	
Librarian Grade. I	3	11910-19350	20740-33680	
Head Accountant	5	8390-13270	14620-23480	
Librarian Grade. III	4	8390-13270	14620-23480	
Confidential Assistant Sr. Gr.	1	9190-15510	16180-27140	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	
UD Clerk	9	6680-10790	13210-20740	
LD Clerk	9	5250-8390	9940-15380	
Typist Sr. Gr.	1	7990-10930	14620-23480	
LD Typist	3	5250-8390	9940-15380	
Tiffin Room Boy	1	4630-7000	8730-12550	
Attender	8	4630-7000	8730-12550	
Class IV Employee Gr. II	23	4510-6230	8500-12220	

Designation	No. of Posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Sanitation Worker	7	4510-6230	8500-12220	
Night Watchman	9	4510-6230	8500-12220	
Waterman	0	4510-6230	8500-12220	
Boy Servant	1	4510-6230	8500-12220	
Cook	12	4510-6230	8500-12220	
Lady Attendant	1	4510-6230	8500-12220	
Full Time Sweeper	9	4510-6230	8500-12220	
Total	185			

No. of Part-Time Contingent employees - 7; No. of Women employees including Part-Time - 71.

7.50. LEGAL METROLOGY

7.50.1. This Department, formerly known as Weights & Measures Department, was renamed as Legal Metrology in 1992. The Department is empowered to enforce the Standards of Weights and Measures Act 1976, the Standards of Weights and Measures (Enforcement) Act 1985 and the Rules made thereunder etc. It also plays a major role in enforcing various provisions relating to protection of consumer rights.

7.50.2. The Controller is the Head of Department and there are three Regional Offices headed by Deputy Controllers.

7.50.3. The Commission examined all the representations received and held discussion with the Service Organisations and the Head of Department. After careful examination of all aspects, the following recommendations are made:

- (i) The post of Controller may be placed in the scale of pay corresponding to Rs.23200-31150.
- (ii) The post of Assistant Controller may be allowed higher grade in the ratio of 3:1 and placed in the scale of pay corresponding to Rs.13610-20700.
- (iii) The scale of pay of Inspector may be enhanced to the scale of pay corresponding to Rs.9190-15510.
- (iv) The Inspecting Assistant may be granted higher grade promotion in the ratio of 1:1 with corresponding scale of pay of Rs.6080-9830.

7.50.4 Normal revision may be allowed to all other categories.

7.50.5 The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
Controller	1	20700-26600	40640-54140	

Designation	No. of Posts	Existing Scale of pay	Proposed scale of pay	Remarks
Deputy Controller	3	13610-20700	24040-36140	
Assistant Controller	28	12250-19800	21240-34500	1/4 th of posts will be in HG on Rs.24040-36140.
Senior Inspector(HG)	3	11910-19350	20740-33650	20% of the posts will be in the HG.
Senior Inspector	15	10790-18000	18740-31360	
Technical Assistant	1	8390-13270	14620-23480	
Inspector	83	8390-13270	16180-27140	
Inspecting Assistant	112	5650-8790	9940-15380	The existing ratio of HG will be modified as 1:1 in the scale of Rs.10480-17420.
Senior Superintendent	1	10790-18000	18740-31360	
Junior Superintendent	2	9190-15510	16180-27140	
Head Clerk	3	8390-13270	14620-23480	
UD Clerk	28	6680-10790	13210-20740	
UD Typist	1	6680-10790	13210-20740	
LD Clerk	15	5250-8390	9940-15380	
Confidential Asst.	1	6080-9830	10480-17420	
LD Typist	2	5250-8390	9940-15380	
LD Clerk/Typist	14	5250-8390	9940-15380	
Class IV Employee Gr. II	89	4510-6230	8500-12220	
Attender	1	4630-7000	8730-12550	
Driver	29	5250-8390	9190-14620	
Full Time Watcher	57	4510-6230	8500-12220	
Full Time Watcher-cum-Sweeper	6	4510-6230	8500-12220	
Law Officer	1	12930-20250	22360-35320	
Administrative Officer	1	12930-20250	22360-35320	
Total	497			

No. of Part-Time Contingent Employees- 32; No. of Women employees including Part-Time- 69.

7.51. LOCAL FUND AUDIT

7.51.1. The Local Fund Audit Department is entrusted with the audit of accounts of Local Bodies in the State as per the Local Fund Audit Act 1994. The Institutions which come under the audit control of this Department include the three tier Panchayats, Municipalities, Development Authorities, Universities, Dewaswom Boards, Institutions under the Cultural Affairs Department, Courts subordinate to the High Court of Kerala, Welfare Funds etc. The Director of Local Fund is the Chief Auditor to the Local Self Government Institutions as per the Local Fund Audit Act 1994 and also the treasurer of Charitable

Endowments under the provisions of the Charitable Endowment Act 1890. This Department is functioning under the administrative control of the State Government in the Finance Department.

7.51.2. The Commission, held discussion with Service Organisations and Head of the Department and after careful examination of the relevant aspects, makes the following recommendations:

- (i) The posts of Director, Joint Director and Deputy Director may be placed in the scales of pay corresponding to Rs.25400-33100, Rs.23200-31150 and Rs.20700-26600 respectively. The special pay of Rs.900/- allowed to the Additional Secretary may also be granted to the Director of Local Fund as is given in the case of such post in the KPSC and Advocate Generals' Office.
- (ii) The Deputy Director (HG) may be re-designated as Senior Deputy Director as provided in Rule 16 of KLF Audit Rules, 1996 and placed on a par with Deputy Secretary.
- (iii) The Deputy Director may be placed on a par with Under Secretary and Higher Grade scale of pay given as applicable to Under Secretary in the Secretariat, PSC and AG's office.

7.51.3. Normal revision is recommended to all other posts.

7.51.4. The categories of post with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	23200-31150	44640-56340+ 900 sp	
Joint Director	12	20700-26600	40640-54140	
Deputy Director (HG)	27	16650-23200	36140-46640	Re-designated as Senior Deputy Director
Deputy Director	35	12930-20250	22360-35320	? rd of the post in HG in the scale of pay Rs.29180-40640
Audit Officer (HG)	98	11910-19350	20740-33680	Grade ratio 1:1
Audit Officer	99	10790-18000	18740-31360	
Auditor (Sel. Gr.)	198	9590-16650	16980-29180	Re-designate as Assistant Audit Officer Grade ratio 1:1:1
Auditor (Sen. Gr.)	199	9190-15510	16180-27140	
Auditor	199	7990-12930	13900-22360	
Office Superintendent	2	10790-18000	18740-31360	HG will be in the ratio 1:1 in the scale of pay of Rs.20740-33680
Typist (Sel. Gr.)	24	9590-16650	16980-29180	Grade ratio 1:1:1:1
Typist (Sen. Gr.)	24	9190-15510	16180-27140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Typist Gr. I	25	7990-12930	13900-22360	
Typist Gr. II	25	6080-9830	10480-17420	
Common Category				
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
Confidential Assistant Gr. II	2	6080-9830	10480-17420	
Clerical Assistant Gr. I	5	6080-9830	10480-17420	
Clerical Assistant Gr. II	6	4750-7820	8960-13210	
Driver Gr. I	1	6080-9830	10480-17420	
Roneo Operator	1	4750-7820	8960-13210	
Attender	23	4630-7000	8730-12550	
Class IV Employee Gr. I	90	4630-7000	8730-12550	? rd of the post in HG
Class IV Employee Gr. II		4510-6230	8500-12220	
Binder	1	4510-6230	8500-12220	
Night Watchman	3	4510-6230	8500-12220	
Total	1101			

No. of Part-Time Contingent employees - 14; No. of Women employees including Part-Time - 323.

7. 52. LOCAL SELF GOVERNMENT ENGINEERING WING

- 7.52.1.** Government have constituted the Kerala Local Self Government Engineering Service under the Local Self Government Department, consequent to the transfer of function, responsibilities and schemes to the three tier Panchayat and the Municipal bodies as provided in the Kerala Panchayat Raj Act, 1994 (13 of 1993) and the Kerala Municipality Act 1994 (20 of 1994). The wing has started its function with effect from 1st January 2008 by absorbing the Engineering Wing of the Kerala Panchayat Service, Kerala Municipal Common Service (Engineering and Town Planning Service) and the excess staff in Public Works Department and Irrigation Department.
- 7.52.2.** The Chief Engineer is the Administrative Head of the Wing having its Headquarters at Thiruvananthapuram.
- 7.52.3.** The Commission held discussion with the Service Organisations and the Chief Engineer. After considering the all aspects, the following recommendations are made:
- (i) The posts of Chief Engineer, Deputy Chief Engineer/Superintending Engineer may be upgraded and placed in the revised scales of pay of Rs.48640-59840 and Rs.44640-56340 respectively.

- (ii) 25% of the posts of Executive Engineers may be placed on H.G in the scale of pay corresponding to Rs.23200-31150.
- (iii) The post of Executive Engineer may be placed in the scale of pay corresponding to Rs.20700-26600.
- (iv) 1/3rd of posts of Assistant Executive Engineers may be placed on Higher Grade in the scale of pay corresponding to Rs.13610-20700.
- (v) The Time Bound Higher Grade scale of pay in respect of the categories of Draftsman Gr. I/Overseer Gr. I will be as applicable in the Public Works and Irrigation Departments.
- (vi) The existing ratio of 1:1 between Gr. II, and Gr. I Draftsman/Overseer may be continued.

7.52.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Chief Engineer	1	26600-33750	48640-59840	
Superintending Engineer/ Deputy Chief Engineer	9	23200-31150	44640-56340	
Executive Engineer (HG)	13	20700-26600	40640-54140	25% of the post in HG on Rs.40640-54140.
Executive Engineer	34	16650-23200	36140-46640	
Assistant Executive Engineer (HG)	41	13610-20700	24040-36140	
Assistant Executive Engineer	121	12250-19800	21240-34500	1/3 rd of post in HG on Rs.24040-36140.
Assistant Engineer	729	11070-18450	20740-33680	
Overseer Gr. I/Draftsman Gr. I	824	7990-12930	13900-22360	TBHG scale will be applicable as in PWD, Irrigation Dept.
Overseer Gr. II/Draftsman Gr. II	765	6680-10790	11620-18740	Ratio between Gr. I & Gr. II will be 1:1.
Overseer Grade III	1194	5650-8790	9940-15380	
Common Category				
Administrative Assistant	1	12250-19800	22360-35320	
Divisional Accountant	14	10790-18000	18740-31360	
Junior Superintendent	18	9190-15510	16180-27140	
Upper Division Clerk	352	6680-10790	13210-20740	Re-designated as Senior Clerk
Upper Division Typist	85	6680-10790	13210-20740	Re-designated as Senior Typist
Lower Division Clerk	352	5250-8390	9940-15380	Re-designated as Clerk
Lower Division Typist	100	5250-8390	9940-15380	Re-designated as Typist

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Class IV Employee Gr. II	202	4510-6230	8500-12220	
Confidential Assistant Gr. I	3	7990-12930	13900-22360	
Driver Gr. I	67	6080-9830	10480-17420	
Driver Gr. II		5250-8390	9190-14620	
Total	4925			

No. of Part-Time Contingent employee- 170; No. of Women employee including Part-Time – 1557.

7.53. KERALA LOK AYUKTA

7.53.1. The Lok Ayukta was established under the provisions of the Kerala Lok Ayukta Act 1999 to inquire into the allegations of corruption, maladministration and grievances against Public Servants. It is headed by a former Chief Justice of High Court as Lok Ayukta and two other former judges of the High Court as Upa Lok Ayuktas. It has been reported that the Lok Ayukta is presently a full fledged institution with regular sitting at Thiruvananthapuram on all working days and bi-monthly camp sittings at Ernakulam, Kozhikode and Kannur. An investigation agency, manned by officers on deputation basis from Police Department, was also constituted under the supervision of an IG of Police. Special Rules governing the appointment and promotion under various categories of posts have not been framed so far.

7.53.2. Normal revision is recommended to all categories.

7.53.3. The categories of posts with the existing and the proposed scales of pay are as shown below:

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Registrar	1			NJPC
Additional Registrar	1	23200-31150	40640-54140	
Deputy Registrar	1	20700-26600	36140-46640	
PS to Lok Ayukta	1	12250-19800	21240-34500	
PS to Upa Lok Ayukta	2	12250-19800	21240-34500	
PA to Lok Ayukta	1	10790-18000	18740-31360	
PA to Upa Lok Ayukta	2	10790-18000	18740-31360	
Court Officer	2	11910-19350	20740-33680	
Court Officer	1	10790-18000	18740-31360	
Section Officer	2	10790-18000	18740-31360	
Security Officer	1	9190-15510	16180-27140	

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Senior Accountant	1	9190-15510	16180-27140	
Assistant(Sr.Gr.)	4	9190-15510	16180-27140	
Assistant	4	7990-12930	13900-22360	
Data Entry Operator	2	6680-10790	11620-18740	
Court Keeper	1	4630-7000	8730-12550	
Stenographer	5	7990-12930	13900-22360	
Typist grade II	4	6680-10790	11620-18740	
Driver Grade II	5	5250-8390	9190-14620	
Record Keeper	1	5250-8390	9190-14620	
Attender	4	4630-7000	8730-12550	
Class IV Employee Grade I	5	4630-7000	8730-12550	
Class IV Employee Grade II	8	4510-6230	8500-12220	
Duplicator Operator	1	5650-8790	9940-15380	
Night Watchman	1	4510-6230	8500-12220	
INVESTIGATION WING				
Director of Investigation	1	IPS		
Superintendent of Police	1	23200-31150	40640-54140	
Deputy Superintendent of Police	2	12930-20250	24040-36140	
Circle Inspector of Police	3	10790-18000	20740-33680	
Head Constable	3	7480-11910	13900-22360	
Assistant	2	7990-12930	13900-22360	
Confidential Asst. Grade II	3	6080-9830	10480-17420	
Driver Grade I	2	6080-9830	10480-17420	
Driver Grade II	3	5250-8390	9190-14620	
Class IV Employee Gr. II	1	4510-6230	8500-12220	
Total	82			

No. of Part Time Contingent employees – 7; No. of Women employees including Part-Time - 16.

7.54. MEDICAL EDUCATION

- 7.54.1.** The Directorate of Medical Education which is an independent Department under Health and Family Welfare Department, was formed in, to co-ordinate the functions of Medical, Dental, Nursing and other Para Medical Institutions in the State. Prior to the formation of Directorate of Medical Education, the Medical Colleges in the State were treated as separate units and Principals were the Head of the Departments of the Colleges and having control over the Collegiate Hospitals under the overall control of Director of Health Services. With the formation of the Directorate of Medical Education separate units

ceased to exist and the powers exercised by the Principals as the Head of Departments were vested with the Director of Medical Education. However Nursing, Paramedical and the Ministerial Staff of the Collegiate Hospitals and attached Institutions continued to be under the control of the Health Services Department. As this dual control has created a lot of administrative inconveniences, the Government in GO (Ms) No. 124/2007/H & FWD dated, 1.07.2007 have abolished the dual control. Subsequently all the staff working in Medical Colleges are under the administrative and financial control of Director of Medical Education. At present 5 Medical Colleges, 12 major Collegiate Hospitals, 3 Dental Colleges, 5 Nursing Colleges, 3 Pharmacy Colleges, Priyadarsini Institute of Para Medical Sciences, and a Press are functioning under the Directorate. Director of Medical Education is the Head of Department.

7.54.2. The Commission held discussion with various Service Organisations and Head of the Department and makes the following recommendations:

- (i) The post of Social Scientists may be upgraded and placed in the scale of pay corresponding to Rs.9190-15510. In order to rectify the Lower placement of better qualified Lab Technician, the posts of Lab Assistant on Rs.7990-12930 may be placed in the scale of pay corresponding to Rs.8390-13270. The present ratio of 1:1 among Lab Technician Gr. II, Lab Technician Gr. I may be revised as 1:1:1 among Lab Technician Gr. II, Lab Technician Gr. I and Senior Technician in the scales of pay corresponding to Rs.6680-10790, Rs.7990-12930 and Rs.9190-15510 respectively. The posts of Research Assistant (Rs.8390-13270) and Junior Research Officer (Rs.9190-15510) may be merged together and placed in the revised scale of pay corresponding to Rs.10790-18000 designating as Junior Research Officer.
- (ii) The post of Enquiry Officer may be allowed the scale of pay corresponding to Rs.9190-15510
- (iii) The scale of pay of the posts of Rehabilitation Technician Gr. I and Senior Store Officer (Technical) may be upgraded to the corresponding scale of Rs.7480-11910 and Rs.9590-15510 respectively. The ratio between Gr. I and Gr. II posts of Rehabilitation Technician may be modified from 1:2 to 1:1.
- (iv) The post of Cobbler may be placed in the scale of pay corresponding to Rs.4750-7820.
- (v) Higher grade in the ratio of 1:1 may be allowed to the posts of Clinical Psychologists in the scale of pay corresponding to Rs.12930-20250.

- (vi) The entry level post of Psychiatric Social Worker may be placed in the first Gazetted scale corresponding to Rs.10790-18000 and Psychiatric Social Worker (HG) in the corresponding revised scale of pay of Rs.11910-19350 in the ratio of 1:1 between the posts.
- (vii) The scale of pay of the entry level post of Scientific Assistant (Physiotherapy) may be placed in the scale of pay corresponding to Rs.9590-16650. The present incumbents holding the post shall be allowed corresponding revision as Personal scale.
- (viii) The scale of pay of Staff Nurse Gr. II may be upgraded to the scale of pay corresponding to Rs.7990-12930 in view of the importance of the nature of job and responsibilities.
- (ix) The post of Lab Technician (Pharmacy) may be re-designated as Pharmacist.
- (x) The posts of Senior Scientific Assistant and Scientific Assistant may be placed in the scale of pay corresponding to Rs.11910-19800 and Rs.11070-18450 respectively in view of the higher qualification of the post.
- (xi) Govt. may examine the scope for re-designating the post of Tutor Technician having MSc (MLT) as Senior Lecturer in MLT in view of the higher qualification acquired by the incumbents holding the post.
- (xii) The scale of pay of the post of Curator may be upgraded corresponding to Rs.8390-13270.
- (xiii) Wide disparity exists in the scale of pay of the posts of Machinist, Electrician, Lift Mechanic, Mechanic, Electrician-cum-Mechanic, Instrument Mechanic, AC Mechanic, Refrigeration Mechanic having identical qualification of SSLC and ITI. The scale of pay of these posts may be unified and placed in the scale of pay corresponding to Rs.6080-9830 considering the wide disparity and non-availability of promotion posts. The existing persons who are drawing higher scale of pay may be protected by allowing the scale of pay as personal.
- (xiv) The scale of pay corresponding to Rs.9190-15510 may be allowed to the posts of Statistical Assistant and Entomological Assistant.

7.54.3. Normal revision is recommended to all other posts in the Department.

7.54.4. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of Pay	Remarks
Director of Medical Education	1	AICTE		
Joint Director of Medical Education	2	AICTE		
Colleges: A - Teaching Medical and Non-Medical)				
Principal	7	AICTE		
Vice principal	8	AICTE		
Professor	225	AICTE		
Associate Professor	279	AICTE		
Assistant Professor	541	AICTE		
Lecturer	900	AICTE		
Bio Medical Engineer	1	AICTE		
Lecturer	1	AICTE		
Professor (Physical Education)	1	AICTE		
Lecturer (Physical Education)	1	AICTE		
Lecturer (Pharmacy)	1	AICTE		
Lecturer Pharmaceutical Engineering	1	AICTE		
Speech Pathologists & Audiologist	6	11070-18450	19240-32110	
Social Scientist HG	5	11070-18450	19240-32110	Existing ratio of 1:1 will continue
Tutor MLT	5	11070-18450	19240-32110	
Lecturer in Health Education	1	11070-18450	19240-32110	
Tutor School of MLT (Biochemistry/Microbiology)	1	11070-18450	19240-32110	
Tutor in Dental Mechanic	2	10790-18000	18740-31360	
Tutor Technician (MLT)	15	10790-18000	18740-31360	
Orthotic Technician	1	10790-18000	18740-31360	
Medical Record Superintendent	1	10790-18000	18740-31360	
Dialysis Technician	2	10790-18000	18740-31360	
Tutor Technician (Optometry)	1	10790-18000	18740-31360	
Tutor, Dental Hygiene	1	10790-18000	18740-31360	
Radiographer (Teaching)	2	10790-18000	18740-31360	
Instrument Mechanic (Pharmacy)	3	8790-13610	15380-24040	
Health Educator	4	8390-13270	14620-23480	
Entomological Assistant	3	8390-13270	16180-27140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of Pay	Remarks
Social Scientist	5	8390-13270	16180-27140	Existing ratio of 1:1 will continue
Statistical Assistant	4	6680-10790	16180-27140	
College of Pharmaceutical Sciences				
Principal	1	AICTE		
Professor	4	AICTE		
Associate Professor	4	AICTE		
Assistant Professor	9	AICTE		
Lecturer	15	AICTE		
College of Nursing				
Principal	1	AICTE		
Professor	3	AICTE		
Associate Professor	6	AICTE		
Assistant Professor	11	AICTE		
Tutor	15	AICTE		
Non-Teaching Medical				
Associate Professor of Medicine (Research)	1	AICTE		
Non-Teaching Non-Medical				
Electronic Engineer-cum-Research Superintendent	1	13610-20700	24040-36140	
Chief Physiotherapist	1	12930-20250	22360-35320	
Nursing Officer	6	12930-20250	22360-35320	
Chief Occupational Therapist	2	12930-20250	22360-35320	
Senior Scientific Officer	15	12250-19800	21240-34500	
Senior Research Officer	1	12250-19800	21240-34500	
Senior Librarian	1	12250-19800	21240-34500	
Nursing Superintendent Gr. I	51	11910-19350	20740-33680	
Biochemist	8	11070-18450	19240-32110	
Clinical Psychologist	4	11070-18450	19240-32110	Higher Grade is allowed on Rs.22360-35320 in the ratio of 1:1
Physiological Assistant	1	11070-18450	19240-32110	
Medical Statistician	1	11070-18450	19240-32110	
Mechanical Engineer	1	11070-18450	20740-33680	
Pharmacist	4	11070-18450	19240-32110	B. Pham Graduates only will be eligible for the scale
Scientific Assistant	20	10790-18000	16980-29180	Present incumbents holding the post shall be

Designation	No. of posts	Existing Scale of pay	Proposed Scale of Pay	Remarks
(Physiotherapy)				allowed corresponding revision as personal scale
Security Officer	1	10790-18000	18740-31360	
Nursing Superintendent Gr. II	22	10790-18000	18740-31360	
Lay Secretary and Treasurer	10	10790-18000	18740-31360	
Senior Scientific Assistant	11	10790-18000	20740-33680	
Assistant Leprosy Officer	3	10790-18000	18740-31360	
Superintendent of Press	1	10790-18000	18740-31360	
Medical Records Superintendent	1	10790-18000	18740-31360	
Junior Scientific Officer	2	10790-18000	18740-31360	
Rehabilitation Co- Ordinator	1	10790-18000	18740-31360	
Refractionist /Orthoptist Senior Grade	1	10790-18000	18740-31360	The existing ratio of 1:2:2 among Senior Gr., Gr. I and Gr. II will continue.
Scientific Assistant (Occupational Therapy)	6	10790-18000	18740-31360	
Dietician Sr. Gr.	6	10790-18000	18740-31360	
Scientific Assistant (Blood Bank)	7	9190-15510	16180-27140	
Scientific Assistant	9	9190-15510	19240-32110	
Junior Research Officer	3	9190-15510	18740-31360	The posts of Research Assistant and Junior Research Officer may be merged and re-designated as Junior Research Officer.
Prosthetics and Orthotics Engineer	2	9190-15510	16180-27140	
Pharmacist Store Keeper	46	9190-15510	16180-27140	
Technical Assistant (Refrigeration and AC)	2	9190-15510	16180-27140	
Head Nurse	533	9190-15510	16180-27140	Existing ratio of 1:2 between Head Nurse and Staff Nurse Gr. I will continue
Technical Assistant (Electronics)	1	9190-15510	16180-27140	
Technical Assistant (Machinist)	1	9190-15510	16180-27140	
AC-cum-Refrigeration Supervisor	1	9190-15510	16180-27140	
Lady Health Supervisor	3	9190-15510	16180-27140	
Health Supervisor	5	9190-15510	16180-27140	
Scientific Assistant (Electro diagnosis)	2	9190-15510	16180-27140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of Pay	Remarks
Maxillo Facial Prosthetic Technician	1	9190-15510	16180-27140	
Work shop Foreman/Foreman	4	8790-13610	15380-24040	
Perfusionist	1	8790-13610	15380-24040	
Museum-cum-photographic Assistant	2	8790-13610	15380-24040	
Senior Store Officer (Technical)	2	8790-13610	16980-29180	
Research Assistant	3	8390-13270	14620-23480	The posts of Research Assistant and Junior Research Officer may be merged and re-designated as Junior Research Officer
Security Assistant	3	8390-13270	14620-23480	
Senior Technician	3	8390-13270	16180-27140	Ratio among Gr. I, Gr. II and Senior Technician will be 1:1:1.
Health Inspector (H)	16	8390-13270	14620-23480	Post shifted from Health Services
Psychiatric Social worker	4	8390-13270	18740-31360	Higher Grade is allowed on Rs.20740-33680 in the ratio of 1:1
Staff Nurse Gr. I	851	8390-13270	14620-23480	Existing ratio of 1:1 between Gr. I and Gr. II posts will continue
Store Superintendent	6	8390-13270	14620-23480	
Enquiry Officer	1	8390-13270	16180-27140	
Lady Health Inspector	19	8390-13270	14620-23480	
Health Inspector Gr. I	2	8390-13270	14620-23480	
Radiographer Gr. I	35	7990-12930	13900-22360	Ratio between Gr. I and Gr. II posts will be 1:1
Foreman	4	7990-12930	13900-22360	
Serological Assistant	1	7990-12930	13900-22360	
Dental Mechanic Gr. I	11	7990-12930	13900-22360	Existing ratio of 1:1 between Gr. I and Gr. II posts will continue
Medical Social Worker	1	7990-12930	13900-22360	
Lab Assistant	16	7990-12930	14620-23480	
Social Worker	2	7990-12930	13900-22360	
Lab Assistant (Dialysis)	4	7990-12930	13900-22360	
Lab Technician Gr. I	140	7990-12930	13900-22360	Ratio among Gr. I, Gr. II and Senior Technician. will be 1:1:1
Mortuary Technician Gr. I	2	7990-12930	13900-22360	
Blood Bank Technician Gr. I	27	7990-12930	13900-22360	Existing ratio of 1:1

Designation	No. of posts	Existing Scale of pay	Proposed Scale of Pay	Remarks
				between Gr. I and Gr. II posts will continue
Lab Technician (Pharmacy) Gr. I	7	7990-12930	13900-22360	Re-designated as Pharmacist Gr. I
Curator	12	7990-12930	14620-23480	
Health Inspector Gr. II	9	7990-12930	13900-22360	
Cyto Technician	7	7990-12930	13900-22360	
Refractionist /Orthoptist Gr. I	4	7990-12930	13900-22360	The existing ratio of 1:2:2 among Senior Gr., Gr. I and Gr. II will continue.
Foreman-cum-Litho Press Operator	1	7990-12930	13900-22360	
Dental Hygienist Gr. I	24	7990-12930	13900-22360	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
Respiratory Technician HG	1	7990-12930	13900-22360	
X-Ray Mechanic	1	7990-12930	13900-22360	
Medical Record Librarian Gr. I	16	7480-11910	13210-20740	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
Museum Curator	2	7480-11910	13210-20740	
Artist Curator	3	7480-11910	13210-20740	
Technician (Media Making) Gr. I	5	7480-11910	13210-20740	
Sterilization Technician Gr. I	11	7480-11910	13210-20740	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
Radium Technician Gr. I	1	7480-11910	13210-20740	
E E G Technician Gr. I	6	7480-11910	13210-20740	
VD Social Worker	1	7480-11910	13210-20740	
ECG Technician Gr. I/TMT Technician Gr. I	20	7480-11910	13210-20740	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
Junior Health Inspector Gr. I	51	7480-11910	13210-20740	Existing ratio of 1:2 between Gr. I and Gr. II posts will continue
Clinical Audio Metrician Gr. I	2	7480-11910	13210-20740	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
Staff Nurse Gr. II	852	7480-11910	13900-22360	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
Refrigeration Mechanic	5	7480-11910	10480-17420	The incumbents holding the post will be given corresponding revised scale as personal.
CSR Technician Gr. I	9	7480-11910	13210-20740	Existing Ratio of 1:4 between Gr. I and Gr. II posts will continue

Designation	No. of posts	Existing Scale of pay	Proposed Scale of Pay	Remarks
Pharmacist Gr. I	47	7480-11910	13210-20740	Existing Ratio of 1:2 between Gr. I and Gr. II posts will continue
Chemist	2	7480-11910	13210-20740	
Air Condition Mechanic	3	7480-11910	10480-17420	The incumbents holding the post will be given corresponding revised scale as personal.
Instrument Mechanic	3	7480-11910	10480-17420	The three incumbents enjoying personal scales as per GO(MS) 1332/99/Fin dated, 30.04.99 will be in the scale of pay of Rs.15380-24040
Artist/Modeller	10	7480-11910	13210-20740	
Electrician- cum –Mechanic	4	6680-10790	10480-17420	The incumbents holding the post will be given corresponding revised scale as personal.
Mechanic	12	6680-10790	11620-18740	
Radiographer Gr. II	110	6680-10790	11620-18740	The ratio between Gr. I and Gr. II posts will be 1:1
Rehabilitation Technician Gr. I (Prosthetics/Orthotics/Leather)	14	6680-10790	13210-20740	The ratio between Gr. I and Gr. II posts will be 1:1
VD Technician	1	6680-10790	11620-18740	The ratio between Gr. I and Gr. II posts will be 1:1
Junior Public Health Nurse Gr. II	43	6680-10790	11620-18740	Existing ratio of 1:2 between Gr. I and Gr. II posts will continue
X-Ray Technician	29	6680-10790	11620-18740	
Refractionist/Orthoptist Gr. II/ Ophthalmic Assistant	15	6680-10790	11620-18740	The existing ratio of 1:2:2 among Senior Gr., Gr. I and Gr. II will continue.
Dental Hygienist Gr. II	28	6680-10790	11620-18740	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
Lab Technician Gr. II	212	6680-10790	11620-18740	Ratio among Gr. I, Gr. II and Senior Technician. Will be 1:1:1
Pharmacist Gr. II	96	6680-10790	11620-18740	
Mortuary Technician Gr. II	2	6680-10790	11620-18740	
Boiler/Fireman	2	6680-10790	11620-18740	
Blood Bank Technician Gr. II	27	6680-10790	11620-18740	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue

Designation	No. of posts	Existing Scale of pay	Proposed Scale of Pay	Remarks
Lab Technician (Pharmacy) Gr. II	7	6680-10790	11620-18740	Re-designated as Pharmacist Gr. II
Dental Mechanic Gr. II	11	6680-10790	11620-18740	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
Electric Mechanic	2	6680-10790	11620-18740	
Theatre Technician	10	6080-9830	10480-17420	
Respiratory Technician Gr. II	1	6080-9830	10480-17420	
Technician Media Making Gr. II	5	6080-9830	10480-17420	
Hematology Technician	1	6080-9830	10480-17420	
Electrician Overseer	4	6080-9830	10480-17420	
Litho Press Operator	1	5650-8790	9940-15380	
Medical Record Librarian Gr. II	19	5650-8790	9940-15380	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
Sterilization Technician Gr. II	11	5650-8790	9940-15380	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
CSR Technician Gr. II	12	5650-8790	9940-15380	Existing Ratio of 1:4 between Gr. I and Gr. II posts will continue
Lady Receptionist	3	5650-8790	9940-15380	
Anaesthesia Technician	14	5650-8790	9940-15380	
Radium Technician Gr. II	1	5650-8790	9940-15380	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
Nuclear Medicine Technician Gr. II	4	5650-8790	9940-15380	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
E E G Technician Gr. II	6	5650-8790	9940-15380	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
E C G Technician Gr. II/TMT Technician Gr. II	24	5650-8790	9940-15380	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
Clinical Audiometrician Gr. II	2	5650-8790	9940-15380	Existing Ratio of 1:1 between Gr. I and Gr. II posts will continue
Lift Mechanic	2	5650-8790	10480-17420	
Electrician	11	5650-8790	10480-17420	
Receptionist	3	5650-8790	9940-15380	
Rehabilitation Technician Gr. II (Prosthetics/Orthotics/Leather)	39	5650-8790	9940-15380	Ratio between Gr. I and Gr. II posts will be 1:1
Machinist	1	5250-8390	10480-17420	
Pump Operator	6	5250-8390	9190-14620	
Junior Laboratory Assistant	200	5250-8390	9190-14620	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of Pay	Remarks
Dark Room Assistant	3	5250-8390	9190-14620	
Compositor	1	5250-8390	9190-14620	
Glass Blower	1	5250-8390	9190-14620	
Assistant Foreman	6	5250-8390	9190-14620	
Printer	1	5250-8390	9190-14620	
Steward	1	5250-8390	9190-14620	
Binder	3	5250-8390	9190-14620	
Nursing Assistant (HG)	310	4750-7820	8960-13210	
Painter	1	4750-7820	8960-13210	
Lift Operator (H)	27	4750-7820	8960-13210	Post shifted from Health Services
Telephone Attender	1	4750-7820	8960-13210	
Cobbler	7	4630-7000	8730-12250	
Mechanic (H)	1	4750-7820	8960-13210	Post shifted from Health Services
Projectionist	1	4750-7820	8960-13210	
Plumber-cum-Operator (H)	5	4750-7820	8960-13210	Post shifted from Health Services
Theatre Assistant	3	4750-7820	8960-13210	
Fitter (H)	1	4750-7820	8960-13210	Post shifted from Health Services
Helper	1	4630-7000	8730-12250	
Boiler Attender	3	4630-7000	8730-12250	
X-Ray Attender	21	4630-7000	8730-12250	
Power Laundry Attender	17	4630-7000	8730-12250	
Nursing Assistant	854	4630-7000	8960-13210	
ECG Attender	3	4630-7000	8730-12250	
Hospital Attender	152	4630-7000	8730-12250	
Female Physiotherapy Assistant	2	4630-7000	8730-12250	
Lab Attender	6	4630-7000	8730-12250	
Hospital Attendant Gr. I	494	4630-7000	8730-12250	Existing Ratio of 1:3 between Gr. I and Gr. II posts will continue
Lab Assistant (H)	2	4630-7000	8730-12250	Post shifted from Health Services
X-Ray Attender	1	4630-7000	8730-12250	
Junior Laboratory Assistant (H)	13	4630-7000	8730-12250	Post shifted from Health Services
Tailor	5	4630-7000	8730-12250	
Telephone Operator (H)	9	4630-7000	8730-12250	Post shifted from Health Services

Designation	No. of posts	Existing Scale of pay	Proposed Scale of Pay	Remarks
Marker	5	4630-7000	8730-12250	
House keeper	14	4630-7000	8730-12250	
Painter (H)	4	4630-7000	8730-12250	Post shifted from Health Services
Theatre Assistant	1	4630-7000	8730-12250	
Barber	7	4510-6230	8500-12220	
Hospital Attendant Gr. II	1096	4510-6230	8500-12220	Existing Ratio of 1:3 between Gr. I and Gr. II posts will continue
Electrical Lascar	1	4510-6230	8500-12220	
Dialysis Machine Operator	1	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Administrative Officer Gr. I	1	23200-31150	40640-54140	
Finance Officer Gr. I	1	23200-31150	40640-54140	
Administrative Officer Gr. II	1	12930-20250	22360-35320	
Common Category				
Planning Officer	1	12930-20250	22360-35320	
Administrative Assistant	5	12250-19800	22360-35320	
Confidential Assistant Sel. Gr.	13	11070-18450	19240-32110	
Senior Superintendent	17	10790-18000	18740-31360	
Confidential Assistant Sen. Gr.	22	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Junior Superintendent	72	9190-15510	16180-27140	
Selection Grade Typist	13	8390-13270	14620-23480	Re-designated as Typist Sel. Gr.
Senior Grade Typist	13	7990-12930		
Head Clerk	18	8390-13270	14620-23480	
Data Entry Operator	4	7990-12930	13900-22360	
Confidential Assistant Gr. I	13	7990-12930	13900-22360	
Driver Gr. I	32	6680-10790	11620-18740	
Sergeant Gr.II	35	6680-10790	11620-18740	
UD Clerk	192	6680-10790	13210-20740	Re-designated as Senior Clerk
UD Typist	14	6680-10790	13210-20740	Re-designated as Senior Typist
Confidential Assistant Gr. II	19	6080-9830	10480-17420	
Driver Gr. II	99	5250-8390	9190-14620	
LD Typist	226	5250-8390	9940-15380	Re-designated as Typist
Clerk Typist	46	5250-8390	9940-15380	
Fitter	1	5250-8390	9190-14620	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of Pay	Remarks
Lift Operator	38	5250-8390	9190-14620	
Plumber (H)	4	5250-8390	9190-14620	Post shifted from Health Service
LD Clerk	323	5250-8390	9940-15380	Re-designated as Clerk
Plumber	14	4750-7820	8960-13210	
Head Cook	2	4750-7820	8960-13210	
Clerical Attender/Library Assistant/Library Attender	51	4630-7000	8730-12550	
Full-Time Sweeper/Cleaner	252	4510-6230	8500-12220	
Watcher	4	4510-6230	8500-12220	
Watchman	178	4510-6230	8500-12220	
Van Cleaner	7	4510-6230	8500-12220	
Dhoby	38	4510-6230	8500-12220	
Cook	64	4510-6230	8500-12220	
Class IV Employee	75	4510-6230	8500-12220	
Total	11163			

No. of Part-Time Contingent employees - 168; No. of Women employees including Part-Time - 4617.

7.55. MINING AND GEOLOGY

- 7.55.1.** The Department of Mining and Geology is the agency for the implementation of Mines and Minerals (Regulation and Development) Act 1967, Mineral Concession Rules 1960 (Government of India), Kerala Minor Mineral Concession Rules 1967 and carries out functions of a regulatory as well as exploratory nature.
- 7.55.2.** The Director of Mining and Geology is the Head of the Department. The Department has offices in all the 14 Districts and 3 Mineral Squads. Three laboratories are functioning under the Department.
- 7.55.3.** The Commission held discussion with the Service Associations and Head of the Department. Accordingly the following recommendations are made:
- (i) The post of Director may be placed in the revised scale of pay Rs.42640-55240.
 - (ii) The post of Additional Director may be placed in the scale of pay corresponding to Rs.23200-31150.
 - (iii) The post of Deputy Director may be placed in the scale of pay corresponding to Rs.20700-26600.
 - (iv) Senior Geologist on Rs.12930-20250 is the feeder category for promotion to the post of Deputy Director. There is vast difference in

the minimum of the scales of pay of Senior Geologist and Deputy Director. In order to reduce the difference in the minimum pay of these posts, the Senior Geologist may be placed in the scale of pay corresponding to Rs.13610-20700. The present ratio of 1:3 between Senior Geologist and Geologist may continue.

- (v) The scale of pay of the post of Senior Chemist may be placed in the scale of pay corresponding to Rs.13610-20700.
- (vi) The scale of pay of the post of Audit Officer may be enhanced to the scale of pay corresponding to Rs.12250-19800. The scale of pay of the feeder posts of Senior Auditor and Junior Auditor may also be enhanced to the scales of pay corresponding to Rs.9590-16650 and 7990-12930 respectively.
- (vii) The post of Mineral Revenue Inspector is filled up through appointment by transfer from Upper Division Clerk/Junior Auditor. Hence they are eligible for the pay scale of Rs.8390-13270, equal to the Head Clerk. As there is no promotion scope to the above category, the ratio of 1:1 in the scale of Rs.9190-15510 is proposed for Mineral Revenue Inspector (HG).
- (viii) The existing ratio of 1:1 between Section Cutter and Laboratory Attender for promotion to the post of Laboratory Assistant may be continued.

7.55.4 Normal revision is recommended to all other posts.

7.55.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	23200-31150	42640-55240	
Additional Director	1	20700-26600	40640-54140	
Deputy Director	2	16650-23200	36140-46640	
Senior Chemist	1	12930-20250	24040-36140	
Senior Geologist	6	12930-20250	24040-36140	
Geologist	21	12250-19800	21240-34500	The ratio 1:3 between Senior Geologist and Geologist will continue.
Administrative-cum-Accounts Officer	1	12250-19800	21240-34500	
Audit Officer	1	11070-18450	21240-34500	
Junior Chemist	3	11070-18450	19240-32110	
Assistant Geologist	30	11070-18450	19240-32110	
Assistant Drilling Engineer	1	11070-18450	19240-32110	
Senior Auditor	1	8390-13270	16980-29180	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Mineral Revenue Inspector	14	8390-13270	14620-23480	Higher grade in the ratio 1:1 in the scale of pay Rs.16180-27140
Driller Mechanic/Driller (HG)	4	8390-13270	14620-23480	Higher grade at 1:1 ratio will continue
Driller		7480-11910	13210-20740	
Junior Auditor	2	6680-10790	13900-22360	
Draftsman cum Surveyor Gr. II	1	6680-10790	11620-18740	
Tracer	1	5650-8790	9940-15380	
Drilling Assistant/Technical Assistant	5	5250-8390	9190-14620	
Laboratory Assistant	1	5250-8390	9190-14620	The existing ratio of 1:1 between Section Cutter and Lab Attender for promotion to the post of Laboratory Assistant will continue.
Section Cutter	1	4750-7820	8960-13210	
Laboratory Attender	5	4630-7000	8730-12550	
Common Category				
Senior Superintendent	2	10790-18000	18740-31360	
Junior Superintendent	3	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Selection Grade Typist	3	8390-13270	14620-23450	Re-designated as Selection Grade
Senior Grade Typist	3	7990-12930		
U.D Clerk	25	6680-10790	13210-20740	Re-designated as Senior Clerk
U.D Typist	8	6680-10790	13210-20740	Re-designated as Senior Typist
Librarian Gr. IV	1	6680-10790	11620-18740	
Confidential Assistant Gr. II	1	6680-10790	11620-18740	
Clerk cum Typist	1	5250-8390	9940-15380	
L.D Clerk	24	5250-8390	9940-15380	Re-designated as Clerk
L.D Typist	9	5250-8390	9940-15380	Re-designated as Typist
Driver	22	5250-8390	9190-14620	
Duffedar	1	4630-7000	8730-12550	
Class IV Employee Gr. II	28	4510-6230	8500-12220	
Night Watcher	18	4510-6230	8500-12220	
Full Time Sweeper	2	4510-6230	8500-12220	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Posts held by personnel of other Departments				
Administrative Officer	1	12930-20250	22360-35320	
Total	256			

No. of Part-Time Contingent employees - 13; No. of Women employees including Part-Time - 63.

7.56. MOTOR VEHICLES

- 7.56.1.** The Department of Motor Vehicles is in charge of enforcing the Motor Vehicles Act 1988, the Motor Vehicles Taxation Act 1976 and the various rules/regulations thereunder. The Police Department also have concurrent responsibility and jurisdiction in respect of some provisions of Motor Vehicles Act. The Transport Commissioner is the Head of Department and he is assisted by an Additional Transport Commissioner, both drawn from All India Service cadre. A Senior Deputy Transport Commissioner also assists them. Another Senior Transport Commissioner functions as the Secretary of State Transport Authority.
- 7.56.2.** The representatives of various Service Organisations appeared before the Commission and presented their demand for higher pay and improvement of promotional prospects. The Commission also held discussion with the Head of Department. After considering all the aspects, the Commission makes the following recommendations:
- (i) The Senior Deputy Transport Commissioner & Secretary State Transport Authority may be placed in the revised scale of Rs.42640-55240.
 - (ii) The Senior Deputy Transport Commissioner (Taxes) and the Deputy Transport Commissioner may be placed in the scales of pay corresponding to Rs.23200-31150 and Rs.20700-26600 respectively.
 - (iii) Assistant Motor Vehicle Inspector may be placed in the scale of pay corresponding to Rs.8390-13270. 25% of the posts of Assistant Motor Vehicle Inspectors may be placed in the higher grade in the scale of pay corresponding to Rs.9190-15510.
 - (iv) 20% of the posts of Motor Vehicle Inspectors may be placed in the higher grade in the scale of pay corresponding to Rs.11910-19350.
 - (v) The posts of Joint Regional Transport Officer may be placed in the scale of pay corresponding to Rs.12250-19800.
 - (vi) The post of Regional Transport Officer may be placed in the scale of pay corresponding to Rs.13610-20700.
- 7.56.3.** The Commission recommends corresponding revision to all other posts.

7.56.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Transport Commissioner	1	IAS		
Additional Transport Commissioner	1	IPS		
Senior Deputy Transport Commissioner & Secretary State Transport Authority	1	23200-31150	42640-55240	
Senior Deputy Transport Commissioner (Taxes)	1	20700-26600	40640-54140	
Deputy Transport Commissioner	4	16650-23200	36140-46640	
Regional Transport Officer/ Assistant Transport Commissioner	19	12930-20250	24040-36140	
Joint Regional Transport Officer/ Assistant Secretary State Transport Authority	63	11910-19350	21240-34500	
Motor Vehicle Inspector	126	10790-18000	18740-31360	Existing HG (20%) in the scale of Rs. 20740-33680 will continue.
Assistant Motor Vehicle Inspector	286	7990-12930	14620-23480	25% posts will be in the higher grade in the scale of Rs.16180-27140.
Common Category				
Accounts Officer	1	12250-19800	21240-34500	
Senior Superintendent	31	10790-18000	18740-31360	
Junior Superintendent	49	9190-15510	16180-27140	
Head Accountant / Head Clerk/PRO	117	8390-13270	14620-23480	
Upper Division Clerk	307	6680-10790	13210-20740	Re-designated as Senior Clerk
Lower Division Clerk	307	5250-8390	9940-15380	Re-designated as Clerk
Lower Division Typist	33	5250-8390	9940-15380	Re-designated as Typist
Upper Division Typist	30	6680-10790	13210-20740	Re-designated as Senior Typist
Senior Grade Typist	15	7990-12930	14620-23480	Re-designated as Selection Grade
Selection Grade Typist	15	8390-13270		
Class IV Employee Gr. II	198	4510-6230	8500-12220	
Attender	35	4630-7000	8730-12550	
Confidential Assistant	8	6080-9830	10480-17420	
Driver	45	5250-8390	9190-14620	
Posts held by personnel of other Departments				
Technical Advisor	1	AICTE		
Senior Administrative Officer	1	20700-26600	36140-46640	
Senior Finance Officer	1	20700-26600	36140-46640	
Senior Law Officer	1	20700-26600	36140-46640	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Statistical Officer	1	10790-18000	18740-31360	
Total	1698			

No. of Part-Time Contingent employees - 53; No. of Women employees including Part-Time - 415.

7.57. MUNICIPAL COMMON SERVICE

- 7.57.1.** The Municipal Common Service, constituted in 1967, functions as a separate segment under the Urban Affairs Department. Prior to 2008, it had three wings of operation-viz. (a) Ministerial (b) Engineering and Town Planning and (c) Health. The officers of the Engineering and Town Planning wing were absorbed in the newly constituted Local Self Government Engineering and Subordinate Engineering Service, came into force w e f 01-01-2008. At present the Municipal Common Service consists of Ministerial, Revenue, Health Wing of all Corporations and Municipalities.
- 7.57.2.** The MCS consists of all regular and full time employees of Municipalities and Corporations. The 74th amendment of constitution, enactment of Kerala Municipalities Act 1994, devolution of powers & resources and transfer of Institutions have enhanced functions and responsibilities of Urban Local Bodies manifold.
- 7.57.3.** The representatives of various Associations presented their demands and the Commission examined various demands relating to the revision of pay and allowances of the staff of the Department and recommends the following:
- (i) The employees of Municipal Common Service may be declared as Government employees as is done in the case of Panchayat employees. The Constitution of the integrated service under study may be finalised prescribing a time frame.
 - (ii) Considering present stagnation being experienced in the posts of PA to Secretary/Revenue Officer/Accounts Officer & Secretary to the council, and low promotion avenues, 10% of the posts may be placed in the higher grade corresponding to the scale of pay of Rs.12250-19800.
 - (iii) The post of Revenue Officer Grade II may be placed the scale of pay corresponding to Rs.10790-18000.
 - (iv) Considering the duties attached and educational qualifications required, the post of Health Officer Grade I and II may be placed in the scales of pay corresponding to Rs.23200-31150 and Rs.20700-26600 respectively.
 - (v) 20% higher grade in the scale of pay of Rs.9190-15510 may be allowed to the post of Food Inspector.

- (vi) The post of Health Inspector Grade I and Grade II may be placed in the scales of pay corresponding to Rs.9190-15510 and Rs.8390-13270 on par with their counterparts in Health Services Department.
- (vii) Higher grade is allowed to Junior Public Health Nurse Gr. II in the scale of pay corresponding to Rs.7480-11910 in the ratio of 2:1.
- (viii) The post of Librarian Grade III may be placed in the scale of pay corresponding to Rs.8390-13270.
- (ix) One post of Vehicle Supervisor in each Corporation may be created considering the number of vehicles possessed by the department.
- (x) The post of Lift Operators in the Corporations may be placed in the corresponding scale of Rs.5250-8390.

7.57.4. Normal revision is recommended for all other posts in the Department.

7.57.5. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
MCS Office and Revenue				
Deputy Secretary	5	13610-20700	24040-36140	
Personal Assistant to Secretary / Revenue Officer/Accounts Officer / Secretary to Council	31	11070-18450	19240-32110	10% posts may be in HG on Rs.21240-34500.
Revenue Officer Gr. II	24	9190-15510	18740-31360	
PABX Operator/Telephone Attender	5	4630-7000	8730-12550	
Attender (Stores)	5	4630-7000	8730-12550	
Bradma Operator	2	4510-6230	8500-12220	
Caretaker	15	4510-6230	8500-12220	
Common Category				
Confidential Assistant (Sel. Gr)	3	11070-18450	19240-32110	
Superintendent/Chief Accountant / Assistant Revenue Officer / Manager	211	9190-15510	16180-27140	
Fair Copy Superintendent	6	9190-15510	16180-27140	
Confidential Assistant (Sen. Grade)	3	9190-15510	16180-27140	
Head Clerk/Revenue Inspector	155	8390-13270	14620-23480	
Typist (Sel. Grade)	21	8390-13270	14620-23480	Re-designated as Selection Grade
Typist (Sen. Grade)	21	7990-12930		
Confidential Assistant (Grade I)	3	7990-12930	13900-22360	
Legal Assistant	1	6680-10790	11620-18740	
U.D. Clerk/Accountant	1020	6680-10790	13210-20740	Re-designated as Senior Clerk/Senior Accountant

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
U.D. Typist	43	6680-10790	13210-20740	Re-designated as Senior Typist
Confidential Assistant (Grade II)	3	6080-9830	10480-17420	
L.D. Clerk/Bill Collector	1050	5250-8390	9940-15380	Re-designated as Clerk
L.D. Typist	43	5250-8390	9940-15380	Re-designated as Typist
Driver Grade II/Tractor Driver	185	5250-8390	9190-14620	
Duffedar	10	4630-7000	8730-12550	
Mochee	-	4630-7000	8730-12550	
Clerical Attender	-	4630-7000	8730-12550	
Bill Collector-cum-Lift Operator	-	4630-7000	8730-12550	
Class IV Employee Gr. II	587	4510-6230	8500-12220	
Watchman		4510-6230	8500-12220	
Sweeper	5	4510-6230	8500-12220	
Telephone Operator	10	4510-6230	8500-12220	
Health				
Health Officer Grade I	6	20700-26600	40640-54140	
Health Officer Grade II	4	16650-23200	36140-46640	
T.B. Specialist	1	12930-20250	22360-35320	
Health Officer Grade III/ Assistant Health Officer (Corporation)/ Medical Officer	14	11910-19350	20740-33680	
Lady Medical Officer		11910-19350	20740-33680	
Veterinary Surgeon	6	11070-18450	20740-33680	
Homoeo Medical Officer	1	11070-18450	20740-33680	
Medical Officer (Ayurveda)		11070-18450	20740-33680	
Health Supervisor	42	10790-18000	18740-31360	
Health Inspector Grade I	70	8390-13270	16180-27140	
Food Inspector	32	8390-13270	14620-23480	20% will be in HG on Rs.16180-27140.
Health Inspector Grade II	149	7990-12930	14620-23480	
Junior Health Inspector Gr. I	166	7480-11910	13210-20740	
Junior Public Health Nurse (HG)	-	7480-11910	13210-20740	
Staff Nurse	-	7480-11910	13210-20740	
Sanitary Inspector	-	6680-10790	11620-18740	
Radiographer	1	6680-10790	11620-18740	
Lab Technician	1	6680-10790	11620-18740	
Pharmacist Gr. II (Allopathy)	12	6680-10790	11620-18740	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Junior Health Inspector Gr. II	385	6680-10790	11620-18740	
Junior Public Health Nurse Gr. II	172	6680-10790	11620-18740	1/3 rd posts may be in HG on Rs.13210-20740.
Pharmacist (Homoeo)	1	6080-9830	10480-17420	
Pharmacist (Ayurveda)	6	6080-9830	10480-17420	
Public Health Nurse	-	6080-9830	10480-17420	
Compounder	1	5250-8390	9190-14620	
Maistry	5	4630-7000	8730-12550	
Nursing orderly	2	4630-7000	8730-12550	
Cleaner	6	4630-7000	8730-12550	
Lab Assistant	19	4630-7000	8730-12550	
Mazdoor	3	4630-7000	8730-12550	
Mosquito control Maistries & Workers	25	4630-7000	8730-12550	
X Ray Attender	1	4510-6230	8500-12220	
Female Attendant	112	4510-6230	8500-12220	
Attendant	10	4510-6230	8500-12220	
Lady Assistant	19	4510-6230	8500-12220	
Sanitary Worker	-	4510-6230	8500-12220	
Miscellaneous				
Librarian Grade I	3	11910-19350	20740-33680	
Librarian Grade II	1	9190-15510	16180-27140	
Librarian Grade III	16	7480-11910	14620-23480	
Assistant Curator	-	7480-11910	13210-20740	
Sergeant	5	6680-10790	11620-18740	
Nursery School Teacher	34	6680-10790	11620-18740	
Librarian Grade IV	28	6680-10790	11620-18740	
Park Superintendent	3	5250-8390	9190-14620	
Garden Superintendent	5	5250-8390	9190-14620	
Gardener	20	4630-7000	8730-12550	
Library Attender	10	4630-7000	8730-12550	
Lift Operator	4	4750-7820	9190-14620	
Town Hall Sweeper/ Gardener	5	4630-7000	8730-12550	
Carpenter	2	4630-7000	8730-12550	
Community Organizer/ Social Worker	4	6680-10790	11620-18740	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Data Entry Operator	2	5250-8390	9190-14620	
Total	4881			

No. of Part-Time Contingent employee under Municipalities and Corporations are not under Municipal Common Service; No. of Women employee – 1755.

7.58. MUSEUMS AND ZOOS

7.58.1. The Department of Museums and Zoos is a Scientific and Cultural Organisation as well as Tourist centre functioning under the Administrative Control of the Cultural Affairs Department. The Director is the Head of the Department with Headquarters at Thiruvananthapuram and the Department has two regional Offices at Thrissur and Kozhikode. Zoological Garden, Botanical Garden, Museum and Art galleries are the main branches of this institution.

7.58.2. The Commission after careful examination of all relevant aspects, makes the following recommendations:

- (i) The post of Director, Museums and Zoos may be placed in the scale of pay corresponding to Rs.20700-26600.
- (ii) The post of Superintendent may be re-designated as Assistant Director and the Educational Officer as Assistant Director (Education).
- (iii) The post of Guide and Guide-Lecturer may be integrated and assigned the scale of pay corresponding to Rs.7990-12930.
- (iv) Risk Allowance @ Rs.200/- and Rs.300/- per month may be recommended to the Zoo Keeper and Veterinary Surgeon (Zoo) respectively.
- (v) Government may consider to insure the staff who have direct contact with wild animals.

7.58.3. The Commission recommends normal revision to all other posts.

7.58.4. The categories of posts with existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	16650-23200	36140-46640	
Superintendent (HG)	3	12930-20250	22360-35320	
Superintendent	3	12250-19800	21240-34500	Existing ratio of 1:1 between lower and higher grades will continue.
Education Officer	1	12250-19800	21240-34500	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Curator (Grade I)	3	10790-18000	18740-31360	
Curator (Grade II)	3	7990-12930	13900-22360	The ratio between Gr. I and Gr. II post will be 1:1.
Draftsman (Grade I)	1	7990-12930	13900-22360	
Guide	1	7990-12930	13900-22360	Guide & Lecturer integrated
Guide Lecturer	3	6680-10790		
Taxidermist (Grade I)	1	7990-12930	13900-22360	
Photographer	1	7480-11910	13210-20740	
Caretaker Clerk	1	7480-11910	13210-20740	
Draftsman (Grade II)	1	6080-9830	10480-17420	
Taxidermist (Grade. II)	1	6080-9830	10480-17420	
Artist Modeller	1	5650-8790	9940-15380	
Caretaker	1	5650-8790	9940-15380	
Garden Supervisor	2	5650-8790	9940-15380	
Pump Operator	1	5250-8390	9190-14620	
Supervisor (Zoo)	3	5250-8390	9190-14620	
Carpenter	1	5250-8390	9190-14620	
Head Gardener	1	4750-7820	8960-13210	
Keeper	42	4750-7820	8960-13210	
Blacksmith	1	4630-7000	8730-12550	
Mason	2	4630-7000	8730-12550	
Lab Assistant	2	4630-7000	8730-12550	
Lab Attendant	1	4630-7000	8730-12550	
Gallery Assistant	2	4630-7000	8730-12550	
Gardener	70	4630-7000	8730-12550	
Gallery Attendant	21	4510-6230	8500-12220	
Guards	33	4510-6230	8500-12220	Three posts will be in the HG on Rs.8960-13210.
Common Category				
Senior Superintendent	2	10790-18000	18740-31360	
Junior Superintendent.	1	9190-15510	16180-27140	
Head Clerk	2	8390-13270	14620-23480	
UD Clerk	7	6680-10790	13210-20740	
Sergeant	1	6680-10790	11620-18740	
UD Typist	1	6680-10790	13210-20740	
Confidential Assistant	1	6080-9830	10480-17420	
Driver Grade I	1	6080-9830	10480-17420	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
LD Clerk	6	5250-8390	9940-15380	
LD Clerk Typist	3	5250-8390	9940-15380	
LD Typist	1	5250-8390	9940-15380	
Driver Grade II	1	5250-8390	9190-14620	
Attender Grade I	2	4750-7820	8960-13210	
Attender Grade II	4	4630-7000	8730-12550	
Duffedar	1	4630-7000	8730-12550	
Class IV Employee Gr. II	9	4510-6230	8500-12220	
Night Watcher	2	4510-6230	8500-12220	
Sweeper	44	4510-6230	8500-12220	
Cleaner	4	4510-6230	8500-12220	
Sweeper-Scavenger	1	4510-6230	8500-12220	
Scavenger	3	4510-6230	8500-12220	
<i>Posts held by personnel from other Departments</i>				
Administrative Officer	1	12930-20250	22360-35320	
Finance Officer	1	12930-20250	22360-35320	
Veterinary Surgeon	1	11070-18450	20740-33680	
Live Stock Inspector Grade. I	1	7480-11910	13210-20740	
Head Constable	1	7480-11910	13900-22360	
Police Constable	10	6080-9830	10480-17420	
Line Man	1	5650-8790	9940-15380	
Total	321			

No. of Part-Time Contingent employees – 12; No. of Casual/Contract/Daily Waged employees – 32;
No. of Women employees including Part-Time – 72.

7.59. NATIONAL CADET CORPS (NCC)

7.59.1. In Kerala, the National Cadet Corps (NCC) started functioning in selected Colleges in the State in the year 1948 and imparts effective training to cadets from Schools and Colleges. The Head of Department is a Defence Service Officer of the rank of a Brigadier. The Department is manned by Defence Personnel, Defence Civilian Staff and Civilian Staff of the State. There are 5 Regional Offices and 39 Unit offices. The Group Headquarters and Unit Offices are manned by Defence Personnel. NCC is managed and administered jointly by the Central and State Governments. The salary of the Defence Personnel is met from Central Defence Budget whereas that of the State Civilian Staff from the State Budget.

7.59.2. The Commission held discussion with the Head of the Department and accordingly recommends normal revision to all categories of posts.

7.59.3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Deputy Director General of NCC	1	Def. Ser		
Publicity cum Liaison Officer	1	13610-20700	24040-36140	
Accounts Officer	1	12250-19800	21240-34500	
Aeromodelling Instructor-cum-Store Keeper	1	8390-13270	14620-23480	
Ship Modelling Mechanic	5	7480-11910	13210-20740	
Ship Modelling Storekeeper	5	5250-8390	9190-14620	
Aero-Modelling Helper	1	4630-7000	8730-12550	
Boat Keeper	12	4630-7000	8730-12550	
Farrier	1	4510-6230	8500-12220	
Saddler	1	4510-6230	8500-12220	
Common Category				
Senior Superintendent/ Manager	7	10790-18000	18740-31360	
Junior Superintendent	49	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Head Clerk	4	8390-13270	14620-23480	
Selection Grade Typist	15	8390-13270	14620-23480	Re-designated as Selection Grade
Senior Grade Typist	15	7990-12930		
UD Clerk	169	6680-10790	13210-20740	Re-designated as Senior Clerk
UD Typist	30	6680-10790	13210-20740	Re-designated as Senior Typist
Driver Senior Grade	23	6680-10790	11620-18740	
Driver Grade I	48	6080-9830	10480-17420	
Confidential Assistant	6	6080-9830	10480-17420	
LD Clerk	170	5250-8390	9940-15380	Re-designated as Clerk
LD Typist	31	5250-8390	9940-15380	Re-designated as Typist
Driver Gr. II	48	5250-8390	9190-14620	
Attender	6	4630-7000	8730-12550	
Class IV Employee Gr. I	127	4630-7000	8730-12550	
Cook	1	4510-6230	8500-12220	
Full Time Sweeper	8	4510-6230	8500-12220	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Class IV Employee Gr. II	253	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Administrative Assistant	1	12250-19800	21240-34500	
Total	1041			

No. of Part-Time Contingent employees - 39; No. of Casual/Contract/Daily Waged employees - 1;
No. of Women employees including Part-Time -37;

7.60. NATIONAL EMPLOYMENT SERVICE

7.60.1. The National Employment Service Department was formed in 1957. It was organized and supervised by the State Government, as part of the Nationwide network of Employment Exchanges under the Union Ministry of Labour. It's main objective is to render services to millions of job seekers and to act as a recruitment wing for both Central and State Governments. This Department has diversified responsibilities other than its placement service (recruitment) in areas like vocational guidance, aptitude testing, placement services to physically challenged and providing Labour Market information. The other activities undertaken by the Department include assisting the disadvantaged, weaker and deprived sections of the society by providing coaching and guidance, implementation of unemployment allowance scheme, promotion of self employment, occupational research, human relations, manpower planning etc. The Head of the Department is the Director of Employment and Training who is drawn from IAS cadre.

7.60.2. Commission held discussion with representatives of Service Organisations and the Head of Department, makes the following recommendations:

- (i) The post of Joint Director may be placed in the scale of pay corresponding to Rs.23200-31150.
- (ii) The post of Deputy Director and Regional Deputy Director may be upgraded and placed in the scale of pay corresponding to Rs.16650-23200.
- (iii) The posts of State Vocational Guidance Officer, Sub Regional Employment Officer and Divisional Employment Officer which may be upgraded and placed on the scale of pay corresponding to Rs.13610-20700.

7.60.3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director of Employment	1			IAS
Joint Director of Employment	1	20700-26600	40640-54140	
Deputy Director of Employment	2	13610-20700	29180-40640	
Regional Deputy Director of Employment	3	13610-20700	29180-40640	
State Vocational Guidance Officer	1	12930-20250	24040-36140	
Sub Regional Employment Officer	6	12930-20250	24040-36140	
Divisional Employment Officer	4	12930-20250	24040-36140	
District Employment Officer	14	11910-19350	20740-33680	
Employment Officer/ Employment Officer (PL)	109	11070-18450	19240-32110	
Accounts Officer	1	11070-18450	19240-32110	
Deputy Chief, University Employment Information and Guidance Bureau	7	11070-18450	19240-32110	
Junior Employment Officer	109	9190-15510	16180-27140	
Head Accountant	1	9190-15510	16180-27140	
Instructor(Stenography)	2	8790-13610	15380-24040	
Junior Superintendent	62	9190-15510	16180-27140	
Head Clerk	28	8390-13270	14620-23480	
U D Clerk	244	6680-10790	13210-20740	Re-designated as Senior Clerk
L D Clerk	245	5250-8390	9940-15380	Re-designated as Clerk
Confidential Assistant	6	6080-9830	10480-17420	
L D Typist	126	5250-8390	9940-15380	Re-designated as Typist
Artist	1	5650-8790	9940-15380	
Driver	1	5250-8390	9190-14620	
Class IV Employee Gr. II/ Full Time Watchman	143	4510-6230	8500-12220	
Total	1117			

No. of Part-Time Contingent employees – 138; No. of Women employees including Part-Time – 546.

7.61. NATIONAL SAVINGS

7.61.1. National savings Department was established in 1972. This Department functions under the administrative control of the Finance Department. The Department is headed by the Director, who is supported by an Additional Director, 13 Deputy Directors and 19 Assistant Directors. The ministerial staff is appointed on transfer/deputation from the Finance Department and the Revenue Department.

7.61.2. The Commission held discussion with the Director and makes the following recommendations.

- (i) The Director may be placed in the scale of pay corresponding to Rs.23200-31150.
- (ii) The Additional Director may be placed in the scale of pay corresponding to Rs.20700-26600.
- (iii) The Deputy Director may be placed in the scale of pay of Rs.13610-20700
- (iv) Three Senior most Deputy Directors may be placed in the scale of pay corresponding to Rs.16650-23200.

7.61.3. Normal revision is recommended to all other categories.

7.61.4. The categories of posts with the existing and the proposed scale of pay are given below:

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Director	1	20700-26600	40640-54140	
Additional Director	1	16650-23200	36140-46640	
Deputy Director	13	12930-20250	24040-36140	Three Senior most Deputy Directors will be on Rs.29180-40640.
Assistant Director	19	11910-19350	20740-33680	
<i>Posts held by the personnel of other Departments</i>				
Under Secretary	1	12930-20250	22360-35320	
Accounts Officer	4	12250-19800	21240-34500	
Section Officer	3	10790-18000	18740-31360	
Office Superintendent	1	10790-18000	18740-31360	
Assistant (Sel. Gr.)	7	9590-16650	16980-29180	
Assistant (Sr. Gr.)	9	9190-15510	16180-27140	
Assistant	7	7990-12930	13900-22360	
U.D. Clerk	6	6680-10790	13210-20740	Re-designated as Senior Clerk
L.D. Clerk	13	5250-8390	9940-15380	Re-designated as Clerk
Confidential Assistant	1	6080-9830	10480-17420	
Typist (Sel. Gr.)	1	9590-16650	16980-29180	
Typist (Sr. Gr.)	2	9190-15510	16180-27140	
Typist Gr. II	2	6080-9830	10480-17420	
Clerical Assistant	1	4630-7000	8730-12550	
Binder	1	4750-7820	8960-13210	

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Roneo Operator	1	4750-7820	8960-13210	
Driver	16	5250-8390	9190-14620	
Class IV Employee Gr. II	18	4510-6230	8500-12220	
Total	128			

No. of Part-Time Contingent employees - 4; No. of Women employees including Part-Time – 34.

7.62. PANCHAYATS

- 7.62.1.** The Department of Panchayats, constituted under the provisions of the Kerala Panchayat Act 1960 came into force on 19th January 1962, consequent on bifurcation of the Local bodies Department into Department of Panchayats and Department of Municipal Administration. Government declared the Panchayat Employees (belonging to the Panchayat Common Service) as full scale Government Servants vide GO (Ms) No.25/87/LAD dt.03.02.1987. As per G.O. (P) No.151/94/LAD dt.16.06.1994, Government notified the Kerala Panchayat Subordinate Service Rules and thereby integrated Panchayat Common Service and Panchayat department with retrospective effect from 01.01.1990. A Separate Engineering wing for the Local Self Government Institutions has been constituted by absorbing the Engineering Staff of Panchayat Department.
- 7.62.2.** Government launched People's plan campaign in 1996. The landmark decision taken to devolve 35-40 percent Plan Fund to LSGIs embarked a new era of democracy and participatory planning. The Director of Panchayats is the Head of the Department, from IAS cadre.
- 7.62.3.** The Commission held discussion with the Head of the Department and Service Organisations and makes the following recommendations:
- (i) The post of Additional Director of Panchayats and Joint Director of Panchayats may be placed in the revised scales of pay Rs.42640-55240 and Rs.40640-54140 respectively.
 - (ii) The posts of Secretary Grama Panchayats and Special Grade Secretary may be integrated and placed in the scale corresponding to Rs.10790-18000.
 - (iii) The posts of Librarian (Senior Grade) and Librarian (Selection Grade) may be placed in the scales of pay corresponding to Rs.8390-13270 and Rs.9190-15510 respectively. Existing ratio of 5:3:2 among Librarian, Librarian (Senior Grade) and Librarian (Selection Grade) may be modified as 4:3:3. 10% of the total posts of Librarian (3 grades taken together) may be designated as Librarian (Special Grade) in the scale of pay of Rs.9590-16650.

- (iv) The posts of Sanitary Inspector and Sanitary Inspector (Higher Grade) may be re-designated as Junior Health Inspector and Health Inspector respectively.
- (v) The post of Accountant may be re-designated as Head Accountant and may be made interchangeable with the post of Head Clerk.
- (vi) The staff pattern of Panchayats may be re-fixed on the basis of Scientific Work Study.

7.62.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts		Existing Scale of pay	Proposed Scale of pay	Remarks
	Salary from				
	Consolidated fund	Local fund			
Director of Panchayats	1			IAS	
Additional Director of Panchayats	1		23200-31150	42640-55240	
Joint Director of Panchayats	4		20700-26600	40640-54140	
Deputy Director of Panchayats/ General Manager Gramalakshmi Mudralayam	17		13610-20700	24040-36140	
Deputy Chief Registrar	1		13610-20700	24040-36140	
Assistant Director of Panchayats	14		12250-19800	21240-34500	
Provident Fund Accounts Officer	1		12250-19800	21240-34500	
Special Grade Secretary		447	10790-18000	18740-31360	Posts of Spl. Gr. Secretary and Secretary Grama Panchayat are integrated.
Secretary Grama Panchayat		552	9190-15510		
Publicity Officer	1		9190-15510	16180-27140	
Junior Bill Collector		35	5250-8390	9940-15380	
Librarian (Sel. Grade)		16	8390-13270	16180-27140	Existing ratio of 2:3:5 between Librarian (Sel.Gr.), Librarian (Sr.Gr.) and Librarian may be modified as 3:3:4. 10% of total post of Librarian in 3 grades taken together may be designated as Librarian (Spl. Gr.) on Rs.16980-29180.
Librarian (Sen. Grade)		18	7480-11910	14620-23480	
Librarian		53	6680-10790	11620-18740	
Sanitary Inspector H.G		11	7480-11910	13210-20740	Re-designated as Health Inspector

Designation	No. of posts		Existing Scale of pay	Proposed Scale of pay	Remarks
	Salary from				
	Consolidated fund	Local fund			
Sanitary Inspector		21	6680-10790	11620-18740	Re-designated as Junior Health Inspector
Pharmacist		6	6680-10790	11620-18740	
Auxiliary Nurse-cum-midwife		2	6080-9830	10480-17420	
Common Category					
Administrative Assistant	1		12250-19800	21240-34500	
Senior Superintendent	71		10790-18000	18740-31360	
Junior Superintendent	212	420	9190-15510	16180-27140	
Fair Copy Superintendent	2		9190-15510	16180-27140	
Confidential Assistant (Sel. Gr.)	1		11070-18450	19240-32110	
Confidential Assistant (Sen. Gr.)	1		9190-15510	16180-27140	
Head Clerk		619	8390-13270	14620-23480	
Accountant		997	8390-13270	14620-23480	Re-designated as Head Accountant
Typist (Sel. Grade)	15		8390-13270	14620-23480	Re-designated Typist Sel. Gr.
Typist (Sen. Grade)	15		7990-12930		
Confidential Assistant (Gr. I)	1		7990-12930	13900-22360	
U.D. Clerk	403	2344	6680-10790	13210-20740	Re-designated as Senior Clerk
U.D. Typist	32		6680-10790	13210-20740	Re-designated as Senior Typist
Driver (Sen. Grade)	8	14	6680-10790	11620-18740	
Driver Gr. I	10	35	6080-9830	10480-17420	
Driver Grade II		45	5250-8390	9190-14620	
Confidential Assistant Gr. II	1		6080-9830	10480-17420	
L.D. Clerk	91	3450	5250-8390	9940-15380	Re-designated as Clerk
L.D. Typist	45		5250-8390	9940-15380	Re-designated as Typist
Class IV Employee Gr. I	53	449	4630-7000	8730-12550	
Class IV Employee Gr. II	99	954	4510-6230	8500-12220	
Mechanic	1		5250-8390	9190-14620	
Full Time Sweeper		923	4510-6230	8500-12220	
Nurse	0		6080-9830	10480-17420	

Designation	No. of posts		Existing Scale of pay	Proposed Scale of pay	Remarks
	Salary from				
	Consolidated fund	Local fund			
Midwife	0		5650-8790	9940-15380	
Nursing Assistant	0		4630-7000	8730-12250	
Sanitary Maistry	0		4630-7000	8730-12550	
Nursery School Teacher	0		6680-10790	11620-18740	
Ayah	0		4630-7000	8730-12550	
Posts held by personnel of other Departments					
Law Officer	1		23200-31150	40640-54140	
Senior Finance Officer	1		23200-31150	40640-54140	
Junior Statistical Inspector	1		6680-10790	11620-18740	
Total	1105	11411			
Grand Total	12516				

No. of Part time Contingent employees - 1223 (out of which 92 getting wages from Consolidated Fund and 1131 from Local Fund); No. of Casual/Contract/Daily waged employees- 2227; No. of Women employees including Part time: 5243.

7.63. POLICE

- 7.63.1.** The Police Department plays a key role in the maintenance of law and order and the prevention, detection and investigation of crimes. The organizational set up of the Department and functions of the Police force were framed based on the Police Control Act 1961. The organisation in the State is governed by the Kerala Police Act 1960. The growing socio-economic, political tension and the growing sophistication and inventiveness of criminals increase the responsibility of the Department to act as a responsive and efficient organisation.
- 7.63.2.** The Department is headed by the Director General of Police, from All India Service, who is assisted by Additional Director Generals of Police, with Headquarters at Thiruvananthapuram. Special Cells namely, NRI Cell, SC/ST Cell and HI-TECH Crime Enquiry Cell operate from the Headquarters itself. It is learnt that there are 476 Police Stations in the State as detailed below:

Local	441
Coastal	8
Traffic	9
Women Police Station	3
Railway Police Station	13
CBCID	1
Cyber	1
Total	476

Total no. of Police Circle Offices is 192 and Sub Divisional Offices headed by Deputy Superintendent of Police are 49.

7.63.3. The Commission held discussion with various Associations in the Department. Discussion was also held with the Head of the Department and the Additional Director Generals of Police. After considering the demands of the Association and the suggestions of the Head of the Department, the Commission makes the following recommendations:

- (i) Regarding fixing of duty hours as 8 hours, granting of Casual leave/Weekly off, exemption from guard duties during night and provision for primary necessities in the Station etc; to Women Police Constables, the Government may look into the matter for taking appropriate measures.
- (ii) The posts of Technical Police Constables viz: Tailor Police Constables, Carpenter Police Constables, Orchestra Police Constables may be allowed scale parity with general duty Police Constables as existed till 8th Pay Revision.
- (iii) The posts of Head Constable/other equated categories and the Assistant Sub Inspector of Police may be placed in the scales of pay corresponding to Rs.7990-12930 and Rs.9190-15510 respectively in view of their increased duties and responsibilities.
- (iv) The post of Sub Inspector of Police/ other equated categories may be placed in the scale of pay corresponding to Rs.9590-16650 taking into account of the increased duties and responsibilities attached to the post. 20% of the posts may be placed in the higher grade in the scale of pay corresponding to Rs.10790-18000. The existing allowance of the Sub Inspector in charge of Station House Officer may be enhanced to Rs.300/- p.m.
- (v) The post of Circle Inspector of Police/ other equated categories may be placed in the scale of pay corresponding to Rs.11910-19350 and the

Circle Inspector (HG) may be allowed the scale of pay corresponding to Rs.12250-19800.

- (vi) The post of Deputy Superintendent of Police/Assistant Commandant may be placed in the scale of pay corresponding to Rs.13610-20700. The Deputy Superintendent of Police (HG) may be placed in the scale of pay corresponding to Rs.23200-31150.
- (vii) The post of Superintendent of Police (Non IPS) may be placed in the revised scale of pay of Rs.42640-55240. A Special Allowance of Rs.1000/- p.m. is also recommended.
- (viii) The posts of Commandant (Non IPS) and Deputy Commandant/Assistant Commandant (HG) of Armed Police Battalion and Armed Reserve Police may be placed in the scale of pay corresponding to Rs.23200-31150.
- (ix) The Director Finger Print Bureau may be placed in the scale of pay corresponding to Rs.23200-31150.
- (x) The post of Finger Print Searcher may be allowed the scale of pay corresponding to Rs.9190-15510.
- (xi) The post of Finger Print Expert may be placed in the Gazetted Cadre and allowed the scale of pay corresponding to Rs.10790-18000. Suitable modification may be made in the Special Rules.
- (xii) The demand for re-designation of Tester Inspector as Assistant Director is accepted by the Commission and recommends accordingly. The post of Tester Inspector (to be designated as Assistant Director) may be allowed the scale of pay corresponding to Rs.12930-20250. 20% of the posts of Assistant Directors may be placed in the Higher Grade scale of pay corresponding to Rs.16650-23200.
- (xiii) The post of Deputy Director, Finger Print Bureau may be placed in the scale of pay corresponding to Rs.16650-23200.
- (xiv) The post of Photographer, Photographic Bureau may be placed in the scale of pay corresponding to Rs.9590-16650. Higher grade may be extended to 50% of the posts of Photographer from the existing 20% in the scale of pay corresponding to Rs.11070-18450.
- (xv) The Director, Shorthand Bureau may be placed in the scale of pay corresponding to Rs.12250-19800. The posts of Reporter Grade II and Grade I may be allowed the scales of pay corresponding to Rs.7480-11910 and Rs.8390-13270 respectively.
- (xvi) The Director, Forensic Science Laboratory may be placed in the revised scale of pay of Rs.42640-55240. The Joint Director may be

placed in the scale of pay corresponding to Rs.23200-31150. The Commission also recommends to re-designate the Scientific Assistant as Scientific Officer.

- (xvii) The post of System Analyst may be placed in the scale of pay corresponding to Rs.23200-31150.
- (xviii) The post of Malayalam Translator may be allowed the scale of pay corresponding to Rs.9190-15510.
- (xix) The existing Special Allowance of Rs.50 per month entitled to the ministerial staff in the SBCID may be enhanced to Rs.200/- in view of the confidential nature of work. Assembly Allowance is also recommended. Creation of one more post of Administrative Assistant is also recommended.
- (xx) The strength of Ministerial staff may be increased corresponding to the increase of Executive staff. The post of Cashier in the DPO/HQ and Inspecting Store Accountant may be placed in the scale of pay corresponding to Rs.9190-15510.

7.63.4. Normal revision is recommended to all other categories.

7.63.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director General of Police	1	IPS		
Additional Director General of Police	7	IPS		
Inspector General of Police	12	IPS		
Deputy Inspector General of Police	4	IPS		
Assistant Inspector General of Police	3	IPS		
Superintendent of Police	40	IPS		
Police (Local)				
Superintendent of Police (Non IPS)	2	23200-31150	42640-55240	
Deputy Superintendent of Police (HG)	147	20700-26600	40640-54140	Existing ratio of 25% will continue.
Deputy Superintendent of Police/Assistant Commissioner		12930-20250	24040-36140	
Circle Inspector (HG)	207	11910-19350	21240-34500	Existing ratio of 20% will continue.
Circle Inspector		10790-18000	20740-33680	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Sub-Inspector	1034	9190-15510	16980-29180	20% of the post may be in HG on Rs.18740-31360.
Assistant Sub-Inspector	1014	8390-13270	16180-27140	
Head Constable	4827	7480-11910	13900-22360	
Police Constable	14322	6080-9830	10480-17420	
Women Police				
Superintendent of Police (Non-IPS)	1	23200-31150	42640-55240	
Deputy Superintendent of Police (Women)	1	12930-20250	24040-36140	
Woman Inspector (HG)	19	11910-19350	21240-34500	Existing ratio of 20% will continue
Woman Inspector		10790-18000	20740-33680	
Woman Sub Inspector	64	9190-15510	16980-29180	
Woman Head Constable	171	7480-11910	13900-22360	
Woman Police Constable	2484	6080-9830	10480-17420	
Armed Reserve Police				
Deputy Commandant	8	20700-26600 + 120 sp	40640-54140 + 1000 SA	Special Allowance
Assistant Commandant (HG)	8	20700-26600	40640-54140	Existing ratio of 25% will continue
Assistant Commandant	34	12930-20250	24040-36140	
Reserve Inspector (HG)	44	11910-19350	21240-34500	Existing ratio of 20% will continue
Reserve Inspector		10790-18000	20740-33680	
Reserve Sub Inspector	244	9190-15510	16980-29180	
Reserve Assistant Sub Inspector	266	8390-13270	16180-27140	
Havildar	1004	7480-11910	13900-22360	
Police Constable	7394	6080-9830	10480-17420	
Armed Police Battalion				
Commandant (Non IPS)	4	20700-26600 + 120sp	40640-54140 + 1000 SA	Special Allowance
Deputy Commandant	8	20700-26600 + 120sp	40640-54140	
Assistant Commandant (HG)	34	20700-26600	40640-54140	Existing ratio of 25% will continue
Assistant Commandant		12930-20250	24040-36140	
Armed Police Inspector (HG)	70	11910-19350	21240-34500	Existing ratio of 20% will continue
Armed Police Inspector		10790-18000	20740-33680	
Armed Police Sub Inspector	211	9190-15510	16980-29180	
Armed Police Assistant Sub Inspector	80	8390-13270	16180-27140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Havildar	1334	7480-11910	13900-22360	
Police Constable	5523	6080-9830	10480-17420	
Armur Wing				
Armur Deputy Superintendent of Police	1	12930-20250	24040-36140	
Chief Inspector of Arms/ Armurer Inspector (HG)	5	11910-19350	21240-34500	Existing ratio of 20% will continue
Chief Inspector of Arms/ Armurer Inspector		10790-18000	20740-33680	
Armurer Sub Inspector	18	9190-15510	16980-29180	
Armurer Assistant Sub Inspector	18	8390-13270	16180-27140	
Armurer Head Constable	49	7480-11910	13900-22360	
Armurer Police Constable	64	6080-9830	10480-17420	
Mounted Police				
Reserve Inspector (HG)	1	11910-19350	21240-34500	Existing ratio of 20% HG will continue.
Reserve Inspector		10790-18000	20740-33680	
Reserve Sub-Inspector	1	9190-15510	16980-29180	
Reserve Assistant Inspector	4	8390-13270	16180-27140	
Head Constable	8	7480-11910	13900-22360	
Police Constable	23	6080-9830	10480-17420	
Farrier Police Constable	2	5250-8390	10480-17420	
Saddler	3	5250-8390	9190-14620	
Orchestra				
Band Master (Armed Police Inspector)	1	10790-18000	20740-33680	Existing ratio of 20% will continue.
Band Master (Armed Police Sub Inspector)	6	9190-15510	16980-29180	
Havildar	15	6680-10790	13900-22360	
Police Constable	180	5250-8390	10480-17420	
Bugler Police Constable	132	5250-8390	10480-17420	
Drummer Police Constable	38	5250-8390	10480-17420	
Motor Transport Unit				
Superintendent of Police, MT (Non-IPS)	2	23200-31150	42640-55240	
Deputy Superintendent of Police/Motor Transport Officer	4	12930-20250	24040-36140	One post will be in Sr. Gr. in the scale of pay corresponding to Rs40640-54140.
Motor Transport Inspector (HG)	3	11910-19350	21240-34500	Existing ratio of 20%

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Motor Transport Inspector		10790-18000	20740-33680	will continue
Motor Transport Sub Inspector	9	9190-15510	16980-29180	
Havildar Mechanic	44	6680-10790	11620-18740	
P C-Mechanic/P.C Fitter	10	5250-8390	9190-14620	
PC- Electrician	32	5250-8390	9190-14620	
Police Driver / Motor Cycle Rider				
Driver Sub Inspector	30	9190-15510	16980-29180	
Police Driver Gr. I	1111	7480-11910	13900-22360	
Police Driver Gr. II	1363	6080-9830	10480-17420	
Motor Cycle Rider Gr. I	2	6680-10790	11620-18740	
Motor Cycle Rider Gr. II		5250-8390	9190-14620	
Master Driver (ASI)	24	8390-13270	16180-27140	
Boat Driver Gr. I	55	6680-10790	11620-18740	
Boat Driver Gr. II		5250-8390	9190-14620	
Syrang Gr. I	7	6680-10790	11620-18740	
Syrang Gr. II	49	5250-8390	9190-14620	
Boat Lascar	59	4750-7820	8960-13210	
RW at MSP & CW at SAP				
Motor Transport Inspector	1	10790-18000	20740-33680	
Police Training College				
Principal	1	IPS		
Vice Principal	1	12930-20250	22360-35320	
Criminologist	1	12930-20250	22360-35320	
Armed Police Inspector/Chief Drill Instructor	2	10790-18000	20740-33680	
Senior Law Instructor	3	10790-18000	18740-31360	
Drill Instructor/Sub Inspector	2	9190-15510	16980-29180	
Assistant Sub Inspector	3	8390-13270	16180-27140	
Head Constable	29	7480-11910	13900-22360	
Police Constable	33	6080-9830	10480-17420	
Librarian	1	5250-8390	9940-15380	
Crime Branch CID				
Superintendent of Police (Non IPS)	8	23200-31150	42640-55240	
Deputy Superintendent of Police Sen. Gr.	4	20700-26600	40640-54140	Existing ratio of 25% will continue
Deputy Superintendent of Police	33	12930-20250	24040-36140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Detective Inspector (HG)	8	11910-19350	21240-34500	Existing ratio of 20% will continue
Detective Inspector	52	10790-18000	20740-33680	
Detective Sub-Inspector	76	9190-15510	16980-29180	
Detective Assistant Sub-Inspector	15	8390-13270	16180-27140	
Head Constable	339	7480-11910	13900-22360	
Police Constable	300	6080-9830	10480-17420	
Finger Print Bureau				
Director	1	20700-26600	40640-54140	
Deputy Director	1	13610-20700	29180-40640	
Assistant Director (HG)	4	11910-19350	29180-40640	Tester Inspector is re-designated as Assistant Director. 20% in HG on Rs.29180-40640
Assistant Director	16	11070-18450	22360-35320	
Finger Print Expert	42	9190-15510	18740-31360	
Finger Print Searcher	23	8390-13270	16180-27140	
Photographic Bureau				
Chief Photographer	1	11910-19350	20740-33680	
Photographer	5	9190-15510	16980-29180	Ratio on HG may be extended to 50% in the scale of pay corresponding to Rs.19240-32110.
Attender	1	4630-7000	8730-12550	
Forensic Science Laboratory				
Director	1	23200-31150	42640-55240	
Joint Director	2	20700-26600	40640-54140	
Assistant Director (HG)	1	12930-20250	22360-35320	1/3 rd of the posts will be in HG on Rs.22360-35320.
Assistant Director	18	12250-19800	21240-34500	
Scientific Assistant	45	11070-18450	19240-32110	Re-designated as Scientific Officer
Mechanic	1	6680-10790	11620-18740	
Technical Attender	17	4630-7000	8730-12550	
Special Branch CID				
Superintendent of Police (Non IPS)	5	23200-31150	42640-55240	
DYSP/ Assistant Commandant (Sr. Gr.)	38	20700-26600	40640-54140	Existing ratio of 25% will continue
DYSP/ Assistant Commandant		12930-20250	24040-36140	
Inspector of Police (HG)	35	11910-19350	21240-34500	Existing ratio of 20% will continue
Inspector of Police		10790-18000	20740-33680	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Women Circle Inspector	2	10790-18000	20740-33680	
Sub Inspector Police	285	9190-15510	16980-29180	
Women Sub Inspector	10	9190-15510	16980-29180	
Assistant Sub Inspector	52	8390-13270	16180-27140	
Head Constable	645	7480-11910	13900-22360	
Woman Head Constable	10	7480-11910	13900-22360	
Police Constable	154	6080-9830	10480-17420	
Woman Police Constable	10	6080-9830	10480-17420	
SBCID(Ministerial)				
Senior Administrative Assistant	1	12930-20250	22360-35320	
Administrative Assistant	2	12250-19800	22360-35320	
Senior Superintendent/Manager	7	10790-18000	18740-31360	
Assistant (Sr. Gr.)	18	9190-15510	16180-27140	
Assistant Gr. I	29	7990-12930	13900-22360	
Assistant Gr. II	29	6080-9830	10480-17420	Existing ratio of 2:3:3 among Sr. Gr; Gr. I and Gr .II will continue
Typist Selection Gr.	32	8390-13270/ 7990-12930	14620-23480	
Shorthand Bureau				
Director	1	11910-19350 + 75 sp	21240-34500	
Chief Reporter (Inspector) HG	3	11910-19350	21240-34500	Existing ratio of 20% will continue
Chief Reporter (Inspector)		10790-18000	20740-33680	
Reporter Sen. Gr.(Sub Inspector)	5	9190-15510	16980-29180	
Reporter Gr. I (ASI)	5	7480-11910	14620-23480	
Reporter Gr. II (HC)	9	6680-10790	13210-20740	
Police Telecommunications				
Superintendent of Police (Non-IPS)	1	23200-31150	42640-55240	
Deputy Superintendent of Police Sr. Gr.	2	20700-26600	40640-54140	Existing ratio of 25% will continue
Deputy Superintendent of Police		12930-20250	24040-36140	
Inspector (Telecommunications) HG	4	11910-19350	21240-34500	Existing ratio of 20% will continue
Inspector (Telecommunications)	18	10790-18000	20740-33680	
Sub Inspector (Telecommunications)	95	9190-15510	16980-29180	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Assistant Sub Inspector (Telecom)	126	8390-13270	16180-27140	
Head Constable Operator	198	7480-11910	13900-22360	
Draftsman	1	6080-9830	10480-17420	
Police Constable (Telecom)	375	6080-9830	10480-17420	
Police Computer Centre (SCRB)				
Inspector General of Police	1	IPS		
Superintendent of Police (IPS)	1	IPS		
Superintendent of Police (Non IPS)	1	23200-31150	42640-55240	
System Analyst	1	20700-26600	40640-54140	
Deputy Superintendent of Police	1	12930-20250	24040-36140	
Inspector of Police (HG)	7	11910-19350	21240-34500	Existing ratio of 20% will continue
Inspector of Police		10790-18000	20740-33680	
Sub Inspector	9	9190-15510	16980-29180	
Head Constable	33	7480-11910	13900-22360	
Police Constable	32	6080-9830	10480-17420	
Railway Police				
Superintendent of Police	1	IPS		
Deputy Superintendent of Police Sr. Gr.	1	20700-26600	40640-54140	Existing ratio of 25% will continue
Deputy Superintendent of Police	3	12930-20250	24040-36140	
Circle Inspector (HG)	4	11910-19350	21240-34500	Existing ratio of 20% will continue
Circle Inspector		10790-18000	20740-33680	
Sub Inspector	15	9190-15510	16980-29180	
Head Constable	75	7480-11910	13900-22360	
Police Constable	376	6080-9830	10480-17420	
Dog Squad				
Sub Inspector	3	9190-15510	16980-29180	
Assistant Sub Inspector	3	8390-13270	16180-27140	
Head Constable/Havildar	16	7480-11910	13900-22360	
Police Constable	17	6080-9830	10480-17420	
Ministerial Staff other than in SB				
Senior Administrative Assistant	6	12930-20250	22360-35320	
Administrative Assistant	27	12250-19800	22360-35320	
Manager /Accounts Officer (Police HQ)	2	12250-19800	21240-34500	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Manager/Senior Superintendent/Accounts Officer (DPO/CPO/AP Battalion Office)	50	10790-18000	18740-31360	
Malayalam Translator	1	8790-13610	16180-27140	
KEPA				
Asst. Director	1	23200-31150	40640-54140	
Asst. Director (Admn.)	1	23200-31150	40640-54140	
Asst. Director (Police Science)	1	23200-31150	40640-54140	
Asst. Director (Technical & MT Studies)	1	23200-31150	40640-54140	
Asst. Director (Outdoor)	1	23200-31150	40640-54140	
Asst. Director (Financial & Office)	1		As in PD	
Head Of Dept.(Law)	1		As in PD	
HOD (Forensic Science)	1		As in PD	
HOD (Forensic Medicine)	1		As in PD	
HOD (Behavioral Science)	1		As in PD	
HOD (Computer Applications)	1		As in PD	
Assistant Commandant	1	12930-20250	24040-36140	The existing ratio of 25% will continue.
Chief Instructor (Law)	1	12930-20250	22360-35320	
Sr. Instructor (Law)	1	10790-18000	18740-31360	
Chief Instructor (Police Science)	1	20700-26600	36140-46640	
Sr. Instructor (Communication)	1	10790-18000	18740-31360	
Sr. Instructor (Motor Transport)	1	10790-18000	18740-31360	
Sr. Instructor (Forensic Science)	1	11070-18450	19240-32110	
Sr. Instructor (Finger Print)	1	11070-18450	19240-32110	
Sr. Lecturer (Computer)	1	10790-18000	18740-31360	
Chief Drill Instructor	1	12930-20250	22360-35320	
Indian Reserve (IR) Battalion				
Commandant	1	20700-26600	40640-54140	
Deputy Commandant	3	20700-26600	40640-54140	
DySP	7	12930-20250	24040-36140	
Inspector (CI)	7	10790-18000	20740-33680	
Sub Inspector	23	9190-15510	16980-29180	
Assistant Sub Inspector	18	8390-13270	16180-27140	
Head Constable	160	7480-11910	13900-22360	
Police Constable	675	6080-9830	10480-17420	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Water Carrier	15	4510-6230	8500-12220	
Sweeper	15	4510-6230	8500-12220	
Cook	24	4510-6230	8500-12220	
Dhobi	8	4510-6230	8500-12220	
Barber	7	4510-6230	8500-12220	
Head Clerk	1	8390-13270	14620-23480	
Clerk	5	6080-9830	10480-17420	
Steno	1	6080-9830	10480-17420	
Medical Officer	1		As in PD	
Pharmacist	2	7480-11910	13210-20740	
Nursing Assistant	1	4630-7000	8960-13210	
Wireless Station IR Battalion				
Inspector (CI)	1	10790-18000	20740-33680	
Sub Inspector	2	9190-15510	16980-29180	
Head Constable	4	7480-11910	13900-22360	
Police Constable	26	6080-9830	10480-17420	
Other Miscellaneous categories-Technical Executive Staff				
Blacksmith-cum-Tinker PC	10	5250-8390	10480-17420	
Welder PC	1	5250-8390	10480-17420	
Fitter PC	36	5250-8390	10480-17420	
Painter PC	26	5250-8390	10480-17420	
Lathe Operator PC	1	5250-8390	10480-17420	
Tailor PC	23	5250-8390	10480-17420	
Binder PC	3	5250-8390	10480-17420	
Carpenter PC	36	5250-8390	10480-17420	
Mason PC	1	5250-8390	10480-17420	
Cinema Operator PC	1	5250-8390	10480-17420	
Electrician PC	5	5250-8390	10480-17420	
Blacksmith PC	1	5250-8390	10480-17420	
Mechanic PC	45	5250-8390	10480-17420	
Cleaner PC	20	5250-8390	10480-17420	
Civilian Technical Staff				
Mechanic Gr. I	16	6680-10790	11620-18740	
Mechanic Gr. II		4750-7820	8960-13210	
Electrician	32	4750-7820	8960-13210	
Blacksmith	1	4750-7820	8960-13210	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Upholsterer	1	4750-7820	8960-13210	
Cobbler	4	4750-7820	8960-13210	
Carpenter	1	4750-7820	8960-13210	
Machinist	1	5250-8390	9190-14620	
Camp Follower	1177	4510-6230	8500-12220	
Common Category				
Junior Superintendent	176	9190-15510	16180-27140	
Fair Copy Superintendent	36	9190-15510	16180-27140	
Confidential Assistant (Sel. Gr.)	26	11070-18450	19240-32110	
Confidential Assistant (Sr. Gr.)	26	9190-15510	16180-27140	
Confidential Assistant (Gr. I)	25	7990-12930	13900-22360	
Confidential Assistant (Gr. II)	27	6080-9830	10480-17420	
Head Clerk/ISA/SA	92	8390-13270	14620-23480	Cashier in the DPO/HQ and ISA may be allowed the scale of Rs.16180-27140
UDC/UD Typist	1216	6680-10790	13210-20740	
LDC/LD Typist	294	5250-8390	9940-15380	
Attender	37	4630-7000	8730-12550	
Binder	2	4510-7480	8500-12220	
Class IV Employee Gr. II	127	4510-7480	8500-12220	
Sweeper	36	4510-7480	8500-12220	
Packer	2	4630-7000	8730-12550	
Posts held by personnel of other Departments				
Deputy Director of Police Prosecution	1		As in PD	
Senior Finance Officer	1	20700-26600	36140-46640	
Medico Legal Advisor	1		As in PD	
Liaison Officer	1		As in PD	
Statistical Officer	1		As in PD	
Sports Officer	1		As in PD	
Coach	4		As in PD	
Statistical Assistant Gr. I	1	6680-10790	13900-22360	
Assistant Surgeon	14	11910-19350	24040-36140	
Veterinary Surgeon	1	11070-18450	20740-33680	
Head Nurse	8	9190-15510	16180-27140	
Staff Nurse	8	7480-11910	13900-22360	
Pharmacist	13	7480-11910	13210-20740	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Veterinary Compounder	1	6080-9830	10480-17420	
Nursing Assistant	17	4630-7000	8960-13210	
Hospital Attendant Gr. I	14	4630-7000	8730-12550	
Hospital Attendant Gr. II	14	4510-6230	8500-12220	
Total	52676			

No. of Part-Time Contingent employee - 725; No. of Casual/Contract/Daily Waged employees -531;
No. of Women employees including Part-Time – 4292;

7.64. PORTS

- 7.64.1.** The Ports under the Department are classified as Intermediate Ports and Minor Ports. The Department provides facilities for the berthing, unloading and loading of cargo at the Intermediate and Minor Ports of the State. The Department also provides assistance to seamen and vessels in disaster including display of weather warning signals and undertakes registration, licensing and annual inspection of harbour crafts and mechanized fishing vessels, issue of certificate of competency as Master Driver, maintenance of local light house and collection of departmental revenue such as port export and import dues by hire charges, crane fees, rent on Port lands and other items of rent. The Port Officers are appointed as Registering Officers under the Merchant Shipping Act 1958 for all mechanized fishing vessels.
- 7.64.2.** The Director of Port is the Head of the Department. There are three regional offices under the Directorate with head quarters at Neendakara, Alapuzha and Kozhikode .The Port Officers are the head of the Regional Offices. A Mechanical Engineering Wing is also functioning under the supervision of a Chief Mechanical Engineer.
- 7.64.3.** The Commission considered the proposals/demands put forth by the Head of the Department and Service Organisations. Accordingly the following recommendations are made:
- (i) The posts of Chief Mechanical Engineer, Mechanical Marine Engineer, Shipwright/Naval Architect, Officer in-charge and Engineer in-charge may be placed in the scale of pay corresponding to Rs.20700-26600.
 - (ii) Five years of minimum service is required in the post of Senior Superintendent/ PA to Port Officer/ Purser for the promotion to the posts of Administrative Assistant/ Senior Port Conservator and from the categories of Junior Superintendent/ Port Conservator/ Pier Master to the post of Senior Superintendent/ PA to Port Officer/ Purser. To overcome this difficulties, the Commission recommends

to reduce the qualification of five years residency period in the feeder categories of Administrative Assistant/ Senior Port Conservator and Senior Superintendent/ PA to Port Officer/ Purser to one year or declaration of probation in the feeder post which ever is earlier.

- (iii) The promotion to the post of Senior Superintendent/PA to Port Officer/Purser are filled from the combined seniority list of Junior Superintendent and Port Conservator and the posts are interchangeable. Hence the pay scales of Port Conservator/Pier Master/ Reserve Port Conservator and Junior Superintendent may be equated to the scale of pay corresponding to Rs.9190-15510.
- (iv) The post of Dredging Superintendent/Officer Class I and the Officer Class II/ Engineer/Deputy Dredging Superintendent may be placed in the revised scale of pay of Rs.42640-55240 and Rs.36140-46640 respectively.
- (v) The post of Director, Deputy Director/ Port Officer and Officer in charge/ Engineer in charge may be placed in the revised scale of pay of Rs.44640-56340, Rs.42640-55240 and Rs.36140-46640 respectively.

7.64.7. The categories of posts with existing and the proposed scales of pay are given below:

Designation	No. of post	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	25400-33100	44640-56340	
Deputy Director	1	23200-31150	42640-55240	
Port Officer	3	23200-31150	42640-55240	
Officer in charge	4	16650-23200	36140-46640	
Engineer in charge	4	16650-23200	36140-46640	
Senior Port Conservator	2	12250-19800	21240-34500	
Assistant Engineer (Marine)	1	11070-18450	20740-33680	
Personal Assistant to the Port Officer / Purser	4	10790-18000	18740-31360	
Port Conservator / Pier Master / Reserve Port Conservator	13	8390-13270	16180-27140	
Master Gr. I / Driver Gr. I	10	8390-13270	14620-23480	
Draftsman Gr. I	3	7990-12930	13900-22360	
Master Gr. II / Driver Gr. II	21	6680-10790	11620-18740	
Radio Operator	1	6680-10790	11620-18740	
Wharf Supervisor / Assistant Port Conservator / Cargo Supervisor / Assistant Pier Master	14	6680-10790	11620-18740	
Draftsman Gr. II	3	6680-10790	11620-18740	

Designation	No. of post	Existing Scale of pay	Proposed Scale of pay	Remarks
Chief Signaller	4	6080-9830	10480-17420	
Mobile Crane Operator	1	5650-8790	9940-15380	
Crane Operator	4	5650-8790	9940-15380	
Light Keeper and Signaller	8	5250-8390	9190-14620	
Master Gr. III / Driver Gr. III	26	5250-8390	9190-14620	
Mechanical Carpenter	1	4750-7820	8960-13210	
Oilman	1	4750-7820	8960-13210	
Seaman-cum-Pump Attender	2	4750-7820	8960-13210	
Seaman	90	4750-7820	8960-13210	
Tug Clerk	1	4630-7000	8730-12550	
Assistant Crane Driver	17	4630-7000	8730-12550	
Watchman cum Cook	1	4630-7000	8730-12550	
Head Watchman	1	4630-7000	8730-12550	
Assistant Crane Operator cum Cleaner	1	4630-7000	8730-12550	
Pier Light Keeper	1	4510-6230	8500-12220	
Mechanical Engineering Wing				
Chief Mechanical Engineer	1	16650-23200	36140-46640	
Mechanical Marine Engineer	1	16650-23200	36140-46640	
Shipwright / Naval Architect	1	16650-23200	36140-46640	
Assistant Executive Engineer (Mechanical) HG	3	13610-20700	24040-36140	
Assistant Executive Engineer (Mechanical)	3	12250-19800	21240-34500	1/3 rd of the posts will be placed on Higher Grade
Assistant Engineer	3	11070-18450	20740-33680	
Head Draftsman	3	11070-18450	20740-33680	
Draftsman Gr. I / Chargehand		7990-12930	13900-22360	
Overseer (Electrical)	2	7990-12930	13900-22360	
Pier Tindal	1	4630-7000	8730-12550	
Assistant Lineman	1	4630-7000	8730-12550	
Dredging Unit				
Dredging Superintendent	1	23200-31150	42640-55240	
Officer Class I	1	23200-31150	42640-55240	
Officer Class II	1	16650-23200	36140-46640	
Engineer	1	16650-23200	36140-46640	
Deputy Dredging Superintendent	1	16650-23200	36140-46640	
Engineer cum Dredge Master	1	13610-20700	24040-36140	
Officer Class III / Junior Officer	1	11910-19350	20740-33680	
Navigator	1	11070-18450	19240-32110	

Designation	No. of post	Existing Scale of pay	Proposed Scale of pay	Remarks
Electrical Officer	1	11070-18450	19240-32110	
Senior Cutter Suction Dredger Operator	2	9190-15510	16180-27140	
Engine Driver	1	8390-13270	14620-23480	
Cutter Section Dredger Operator	3	8390-13270	14620-23480	
Greaser	6	8390-13270	14620-23480	
Boat Swain/Syrang/Quarter Master	1	8390-13270	14620-23480	
Radio Telephone Operator	1	6680-10790	11620-18740	
Operator cum Mechanic	2	5650-8790	9940-15380	
Welder	2	5250-8390	9190-14620	
Driver-cum-Operator	1	5250-8390	9190-14620	
Cook-cum-Steward	1	4750-7820	8960-13210	
Assistant Cook-cum-Steward	1	4630-7000	8730-12550	
Pier Lascar	1	4630-7000	8730-12550	
Helper	4	4510-6230	8500-12220	
Foreshore Sweeper	1	4510-6230	8500-12220	
Boatman	1	4510-6230	8500-12220	
Common Category				
Administrative Assistant	2	12250-19800	22360-35320	
Senior Superintendent	1	10790-18000	18740-31360	
Junior Superintendent	2	9190-15510	16180-27140	
Head Clerk	5	8390-13270	14620-23480	
Upper Division Clerk	21	6680-10790	13210-20740	
Lower Division Clerk	21	5250-8390	9940-15380	
Record Attender (Keeper)	1	5250-8390	9190-14620	
Confidential Assistant Selection Grade	1	11070-18450	19240-32110	
Confidential Assistant Senior Grade	1	9190-15510	16180-27140	
Confidential Assistant Grade I	2	7990-12930	13900-22360	
Confidential Assistant Grade II	2	6080-9830	10480-17420	
Typist Selection Grade	2	8390-13270	14620-23480	
Upper Division Typist	4	6680-10790	13210-20740	
Lower Division Typist	4	5250-8390	9940-15380	
Clerk cum Typist	2	5250-8390	9940-15380	
Driver (LMV)	3	5250-8390	9190-14620	
Night Watchman	4	4510-6230	8500-12220	
Watchman cum Gardener	2	4510-6230	8500-12220	
Watchman cum Sweeper	2	4510-6230	8500-12220	
Watchman	13	4510-6230	8500-12220	

Designation	No. of post	Existing Scale of pay	Proposed Scale of pay	Remarks
Gardener	1	4510-6230	8500-12220	
Radio Operator	1	6680-10790	11620-18740	
Class IV Employee Gr. II	30	4510-6230	8500-12220	
Assistant Lineman	1	5250-8390	9190-14620	
Cook	2	4630-7000	8730-12550	
Blacksmith	3	5650-8790	9940-15380	
<i>Posts held by personnel of other Departments</i>				
Administrative Officer	1	12930-20250	22360-35320	
Finance Officer	1	12930-20250	22360-35320	
Total	435			

No. of Part-Time Contingent employees – 14; No. of Women employees including Part Time - 63

7.65. PRINTING

- 7.65.1.** The Printing Department attends to the printing works pertaining to Government. The Department supplies printed documents, forms and registers required by all Government Departments. The publication of Government Gazettes, printing of Assembly proceedings, Budget documents, ballot papers, Government Diaries and Calendars are the major works entrusted with the Department. The Director of printing is the Head of the Department, assisted by Superintendent of Government Presses including other Subordinate Officers. The Superintendent of Government Presses is the highest post in the Technical Wing of the Printing Department and is the statutory authority for all printing documents of Government. The post of Director of Printing is held by a Joint Secretary to Government from the General Administration Department.
- 7.65.2.** The Controller of Stationery and the Superintendent of Government Presses were independent Heads of Departments till 1970 till when both the Departments were brought under the control of the Director of Printing and Stationery. In 1992, the Department was again bifurcated and the Department of Stationery was placed under the control of the Controller of Stationery and the Department of Printing was put under the control of Director of Printing, by re-designating the post of Director of Printing and Stationery as Director of Printing. The Commission holds the view that the Department being a technical one, holding of the post of Director by a Joint Secretary who has no exposure to the technical nature of work is not at all helpful for the efficient functioning of the Department. The demand made before the Commission that the Director of Printing may be a promotion post of departmental technical hands seems to be just and fair.
- 7.65.3.** The Commission after holding discussion with the Service Organisations makes the following recommendations:

- (i) The post of Director of Printing occupied by the Joint Secretary from the Government Secretariat may be abolished and the post of Superintendent of Government Presses may be upgraded to that of Controller of Stationery and placed in the scale of pay corresponding to Rs.23200-31150. The Superintendent of Government Presses may be declared as the Head of the Department of Printing.
- (ii) 30% of the posts of Deputy Superintendent may be placed in the scale of pay corresponding to Rs.16650-23200 in view of the duties and responsibilities attached to the post.
- (iii) Government may consider the abolition of the PSC Form store as the post of Manager, PSC Form store is unwarranted in the context that no printing and issuing of application forms is being carried out through Government Presses by the KPSC.
- (iv) It has come to the notice of the Commission that the duties and responsibilities of the staff in the Computing and Reading sections have reduced considerably due to the computerization of Government Presses. The Computing of works, turned out by the Binders and Printers, is the function of the Computing section. Hand composing and letter press are functioning only nominally in the Government Presses. Majority of the binding works are turned out by machines. The valuation of printing materials now being attended by computing section could be done by making use of computers. As regards reading of pages (proof reading) the work was reduced considerably by introducing DTP system. Corrections could be done by the computer itself. There are 69 employees in Computing section and 131 employees in Reading section. Most of the employees working under Computing and Reading sections are holding the qualification of Diploma in Printing. The services of these employees could be utilized usefully by deploying them in other sections. During the discussion it was brought to the notice of the Commission that a Committee viz. 'Modernization Committee' has been constituted by the Government as per G.O (Ms) No.35/10/H.Edn. dated 23.2.2010, for re-structuring and modernizing of Government Presses. In the circumstances the Commission is of the view that the Government may bring this matter to the notice of the Modernization Committee.
- (v) Computer Grade I, Computer Senior Grade, Computing Supervisor, Reader Grade II, Reader Grade I and Senior Reader in Computing and Reading sections may be given parity in scales of pay of the equated posts in Binding, Computing and Printing Sections.

- (vi) The post of Chief Warehouseman being an isolated post without any promotion, the existing scale of pay of the post may be enhanced to the scale of pay corresponding to Rs.8790-13610, so long as the present incumbent holds the post.
- (vii) The 1st Grade posts of Retouching Artist, Paste up Artist and Plate Maker may be incorporated in the schedule of posts under the Printing Department.
- (viii) Since the promotion post and the Feeder post carry the same scale of pay viz. Rs.7990-12930, the post of Offset Operator Senior Grade may be allowed enhanced scale of pay corresponding to Rs.8390-13270. The Commission also recommends to re-designate the post of Offset Operator Senior Grade as Offset Printing Machine Operator. Accordingly Grade I & Grade II Offset Operator may also be got re-designated as Offset Printing Machine Operator Grade I & Grade II, for which the Department may take corrective steps to modify the designation.
- (ix) The post of DTP Operator in Printing Department created as per G.O (Ms) No.31/2000/H.Edn dated 10.3.2000 may be incorporated in the schedule of posts.

7.65.4. Normal revision is recommended to all other categories.

7.65.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director of Printing	1	23200-31150	42640-55240	
Superintendent of Govt. Presses	1	16650-23200	36140-46640	
Deputy Superintendent of Govt. Press	10	13610-20700	24040-36140	30% posts in High Grade on Rs.29180-40640
Controller of Forms	1	13610-20700	24040-36140	
Assistant Superintendent	10	11070-18450	19240-32110	
Assistant Engineer (Electronics)	1	11070-18450	19240-32110	
Manager, P.S.C Form Store	1	10790-18000	18740-31360	
Office Manager	1	10790-18000	18740-31360	
Publication Assistant	1	10790-18000	18740-31360	
District Forms Officer	11	10790-18000	18740-31360	
General Foreman	14	9590-16650	16980-29180	
Head Reader	3	9590-16650	16980-29180	
Head Computer	3	9590-16650	16980-29180	
Chief Foreman (Electrical)	1	9590-16650	16980-29180	

Designation	No of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Supervisor (Offset)	3	9590-16650	16980-29180	
Supervisor (Plate making)	1	9590-16650	16980-29180	
Chief Foreman (Workshop)	1	9590-16650	16980-29180	
Supervisor	1	9190-15510	16180-27140	
Senior Foreman	22	9190-15510	16180-27140	
Chief Operator	1	9190-15510	16180-27140	
Senior Foundry Foreman	1	9190-15510	16180-27140	
Type Store Keeper	1	9190-15510	16180-27140	
Workshop Foreman	3	9190-15510	16180-27140	
Electrical Foreman	1	8790-13610	15380-24040	
Senior Reader	9	8790-13610	16180-27120	
Computing Supervisor	6	8790-13610	16180-27140	
Junior Foreman	49	8790-13610	15380-24040	
Senior Mechanic	7	8790-13610	15380-24040	
Senior Carpenter	1	8790-13610	15380-24040	
Senior Electrician	4	8790-13610	15380-24040	
Reader Gr. I	24	8390-13270	15380-24040	
Computer Sr. Grade	12	8390-13270	15380-24040	
Assistant Foreman	83	8390-13270	14620-23480	
Mechanic	3	8390-13270	14620-23480	
Chief Warehouseman	1	8390-13270	15380-24040	
Junior Supervisor (Offset)	1	8390-13270	14620-23480	
Forms Inspector /Cashier	11	8390-13270	14620-23480	
Reader Gr. II	45	7990-12930	14620-23480	
Computer Gr. I	24	7990-12930	14620-23480	
Chief Time Keeper	1	7990-12930	13900-22360	
Compositor Sr. Gr.	54	7990-12930	13900-22360	
Binder Sr. Gr.	103	7990-12930	13900-22360	
Printer Sr. Gr.	69	7990-12930	13900-22360	
Mono Super Caster Operator Sr. Gr.	5	7990-12930	13900-22360	
Monotype Caster Operator Sr. Gr.	5	7990-12930	13900-22360	
Linotype Operator Sr. Gr./Intertype Operator Sr. Gr.	7	7990-12930	13900-22360	
Monokey Board Operator Sr. Gr.	5	7990-12930	13900-22360	
Foundry Worker Sr. Gr.	3	7990-12930	13900-22360	
Stereo Type Caster Operator Sr. Gr.	1	7990-12930	13900-22360	

Designation	No of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Rotaprint Operator Sr. Gr.	1	7990-12930	13900-22360	
Rotaprint Typist Sr. Gr.	1	7990-12930	13900-22360	
Warehouseman Sr. Gr.	2	7990-12930	13900-22360	
Roller Caster Operator Sr. Gr.	2	7990-12930	13900-22360	
Electrician Sr. Gr.	3	7990-12930	13900-22360	
Technician Sr. Gr.	8	7990-12930	13900-22360	
Technician (Mechanic-cum-Carpenter) Sr. Gr.	1	7990-12930	13900-22360	
Offset Printing Machine Operator Sr. Gr.	4	7990-12930	14620-23480	
Paste Up Artist Gr. I	1	7990-12930	13900-22360	
Phototype Setter Gr. I	1	7990-12930	13900-22360	
Retouching Artist Gr. I	2	7990-12930	13900-22360	
Camera Operator-cum-Film Developer Gr. I	1	7990-12930	13900-22360	
DTP Operator Gr. I	3	7990-12930	13900-22360	
Plate Maker Gr. I	1	7990-12930	13900-22360	
Offset Printing Machine Operator Gr. I	19	7990-12930	13900-22360	
Compositor Gr. I	109	7480-11910	13210-20740	
Printer Gr. I	139	7480-11910	13210-20740	
Binder Gr. I	206	7480-11910	13210-20740	
Mono Supercaster Operator Gr. I	4	7480-11910	13210-20740	
Monotype Caster Operator Gr. I	5	7480-11910	13210-20740	
Linotype/Intertype Operator Gr. I	8	7480-11910	13210-20740	
Mono Keyboard Operator Gr. I	6	7480-11910	13210-20740	
Foundry Worker Gr. I	4	7480-11910	13210-20740	
Rota Print Operator Gr. I	1	7480-11910	13210-20740	
Rota Print Typist Gr. I	-	7480-11910	13210-20740	
Warehouseman Gr. I	5	7480-11910	13210-20740	
Technician Gr. I (Workshop)	9	7480-11910	13210-20740	
Electrician Gr. I	7	7480-11910	13210-20740	
Senior Time Keeper	3	7480-11910	13210-20740	
Assistant Type Store Keeper	5	7480-11910	13210-20740	
Stereo Type Caster Operator Gr. I	1	7480-11910	13210-20740	
Roller Caster Operator Gr. I	-	7480-11910	13210-20740	
Technician (Mechanic-cum-Carpenter) Gr. I	1	7480-11910	13210-20740	
Phototype Setter Gr. II	2	7480-11910	13210-20740	
Camera Operator-cum-Film Developer Gr. II	2	7480-11910	13210-20740	

Designation	No of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Retouching Artist Gr. II	2	7480-11910	13210-20740	
Paste Up Artist Gr. II	4	7480-11910	13210-20740	
DTP Operator Gr. II	4	7480-11910	13210-20740	
Plate Maker Gr. II	8	7480-11910	13210-20740	
Offset Printing Machine Operator Gr. II	31	7480-11910	13210-20740	
Mono Keyboard Operator Gr. II	-	6680-10790	11620-18740	
Time Keeper	5	6680-10790	11620-18740	
Grainer	1	6680-10790	11620-18740	
Rotaprint Typist Gr. II	-	6080-9830	10480-17420	
Engraver-cum-Punch Cutter	1	6080-9830	10480-17420	
Warehouseman Gr. II	2	6080-9830	10480-17420	
Rotaprint Operator Gr. II	-	6080-9830	10480-17420	
Electrician Gr. II	11	6080-9830	10480-17420	
Copy Holder	50	6080-9830	10480-17420	
Computer Gr. II	24	6080-9830	10480-17420	
Compositor Gr. II	3	5650-8790	9940-15380	
Printer Gr. II	133	5650-8790	9940-15380	
Binder Gr. II	218	5650-8790	9940-15380	
Foundry Worker Gr. II	1	5650-8790	9940-15380	
Technician Gr. II	14	5650-8790	9940-15380	
Mono Mechanic	-	5650-8790	9940-15380	
Assistant Time Keeper	8	5650-8790	9940-15380	
Galley Pressman Gr. I	15	5250-8390	9190-14620	
Examiner	1	5250-8390	9190-14620	
A/c Mechanic	1	5250-8390	9190-14620	
Duplicator Operator	1	4750-7820	8960-13210	
Counter Gr. I	16	4750-7820	8960-13210	
Packer Gr. I	11	4750-7820	8960-13210	
Helper Gr. I	1	4750-7820	8960-13210	
Lascar Gr. I	45	4750-7820	8960-13210	
Gatekeeper Gr. I	3	4750-7820	8960-13210	
Sweeper Gr. I	3	4750-7820	8960-13210	
Sanitary Worker Gr. I	1	4750-7820	8960-13210	
Galley Pressman Gr. II	35	4750-7820	8960-13210	
Lascar Gr. II	101	4630-7000	8730-12550	
Gatekeeper Gr. II	11	4630-7000	8730-12550	

Designation	No of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Counter Gr. II	41	4630-7000	8730-12550	
Packer Gr. II	24	4630-7000	8730-12550	
Sweeper Gr. II	16	4630-7000	8730-12550	
Helper Gr. II	7	4630-7000	8730-12550	
Sanitary Worker Gr. II	6	4630-7000	8730-12550	
Gardener	1	4630-7000	8730-12550	
S.L.R (Unskilled)	70	4510-6230	8500-12220	
<i>Posts held by the personnel of other Departments</i>				
Administrative Officer	1	12930-20250	22360-35320	
Finance Officer	1	12930-20250	22360-35320	
Assistant Executive Engineer	1	12250-19800	21240-34500	
Labour Welfare Officer	1	11910-19350	20740-33680	
Security Officer	2	9190-15510	16180-27140	
Head Constable	5	7480-11910	13210-20740	
Police Constable	22	6080-9830	10480-17420	
Women Police Constable	6	6080-9830	10480-17420	
<i>Common Category</i>				
Administrative Assistant	3	12250-19800	22360-35320	
Accounts Officer	1	12250-19800	21240-34500	
Senior Superintendent	3	10790-18000	18740-31360	
Junior superintendent or Equated Post	19	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Selection Grade Typist	3	8390-13270	14620-23480	Re-designated as Selection Grade
Senior Grade Typist	5	7990-12930		
U.D Clerk /U.D Storekeeper	81	6680-10790	13210-20740	
U.D Typist	9	6680-10790	13210-20740	
Confidential Assistant Gr. II	2	6080-9830	10480-17420	
Driver Gr. I	1	6080-9830	10480-17420	
L.D. Clerk /L.D. Storekeeper	81	5250-8390	9940-15380	
L.D. Typist	9	5250-8390	9940-15380	
Driver Gr. II	3	5250-8390	9190-14620	
Clerical Attender / Attender Gr. I	4	4750-7820	8960-13210	
Attender Gr. II	11	4630-7000	8730-12550	
Watchman Gr. I	1	4630-7000	8730-12550	
Daffedar	1	4630-7000	8730-12550	
Class IV Employee Gr. I	14	4630-7000	8730-12550	

Designation	No of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Lorry Cleaner	2	4630-7000	8730-12550	
Watchman Gr. II	12	4510-6230	8500-12220	
Class IV Employee Gr. II	28	4510-6230	8500-12220	
Part-Time Sweeper	8	Fixed Pay		
Total	2465			

No. of Part-Time Contingent employees - 8; No. of Casual/Contract/Daily Waged employees -14;
No. of Women employees including Part-Time - 655.

7.66. PRISONS

- 7.66.1.** The Prisons Department is concerned with the control, custody and treatment of offenders on the correctional line and their reformation and rehabilitation. The Department manages Prisons and other related institutions established under the Prisons Act and Borstal School Act. At present, the Prisons Department controls about 48 Jails including 2 Women's Prisons and 1 open Jail.
- 7.66.2.** The Prisons Department is headed by ADGP (Prisons), who is assisted by DIG, (Prisons) each at three zones and IG (Prisons) at Headquarters, Thiruvananthapuram.
- 7.66.3.** The Commission held discussion with various Service Organisations and the Head of the Department. Accordingly the following recommendations are made.
- (i) The post of Deputy Inspector General of Prisons may be placed in the scale of pay corresponding to Rs.23200-31150 with a Special Allowance of Rs.200/- p.m.
 - (ii) The post of Superintendent of Central Prison, Superintendent of Open Prison and Assistant Inspector General of Prisons, Principal, State Institute of Correctional Administration, Programme Officer and Chief Welfare Officer may be placed in the scale of pay corresponding to Rs.20700-26600.
 - (iii) The post of Male warder may be allowed Higher Grade in the Scale of Rs.6080-9830 in the ratio of 1:3, between Warder Higher Grade and Warder.
 - (iv) Government may consider to insure all Prison personnel except ministerial staff under compulsory insurance scheme.
- 7.66.4.** Normal revision is recommended to all other categories.
- 7.66.5.** The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director General of Prisons	1			IPS
Inspector General of Prisons	1			IPS
Deputy Inspector General of Prisons	3	20700-26600 + 100 sp	40640-56340	
Superintendent of Central Prisons	3	16650-23200	36140-46640	
Superintendent of Open Prison	2	16650-23200	36140-46640	
Principal, State Institute of Correctional Administration	1	16650-23200	36140-46640	
Programmer Officer	1	16650-23200	36140-46640	
Chief Welfare Officer	1	16650-23200	36140-46640	
Jailor, Central Prison	6	12930-20250	22360-35320	
Deputy Superintendent, Open Jail	2	12930-20250	22360-35320	
Superintendent, District Jail	3	12930-20250	22360-35320	
Senior Lecturer, SICA	1	12930-20250	22360-35320	
Superintendent, Vanitha Jail	2	12930-20250	22360-35320	
Chief Audit Officer	1	12930-20250	22360-35320	
Welfare Officer Gr. I	5	12930-20250	22360-35320	Ratio 1:1, with Grade II
Personal Assistant to Director General of Prisons	1	11910-19350	20740-33680	
Accounts Officer	1	11070-18450	19240-32110	
Welfare Officer Gr. II	10	10790-18000	18740-31360	
Jailor, Special Sub Jail	7	10790-18000	18740-31360	
Superintendent, Borstal School	1	10790-18000	18740-31360	
Deputy Jailor, District Jail	3	10790-18000	18740-31360	
Deputy Superintendent, Vanitha Jail	2	10790-18000	18740-31360	
Lecturer in Law, SICA	1	10790-18000	18740-31360	
Deputy Jailor, Central Prison	4	10790-18000	18740-31360	
Assistant Jailor Gr. I	64	8390-13270	14620-23480	
Superintendent, Sub Jail		8390-13270	14620-23480	
Supervisor, Borstal School		8390-13270	14620-23480	
Supervisor, Open Prison		8390-13270	14620-23480	
Lecturer, SICA	1	7990-12930	13900-22360	
Matron Gr. I	20	8390-13270	14620-23480	Ratio 1:1, with Gr. II
Statistical Officer	5	8390-13270	14620-23480	
Chief Accountant		8390-13270	14620-23480	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Stock Verifier		8390-13270	14620-23480	
Manager	1	8390-13270	14620-23480	
Assistant Jailor Gr. II	45	7480-11910	13210-20740	
Matron Gr. II	20	7480-11910	13210-20740	
Carpentry Instructor	3	7480-11910	13210-20740	
Carpentry Foreman	1	7480-11910	13210-20740	
Weaving Instructor/Foreman	1	7480-11910	13210-20740	
Weaving Assistant	5	7480-11910	13210-20740	
Agricultural Demonstrator	1	7480-11910	13210-20740	
Gate Keeper	8	6680-10790 + 100 sp	11620-18740	
Chief Warder	288	6680-10790	11620-18740	
Chief Petty Officer		6680-10790	11620-18740	
Ministerial Head Warder		6680-10790	11620-18740	
Head Warder		6680-10790	11620-18740	
Craft Teacher	7	6680-10790	11620-18740	
PD Teacher/Teacher		6680-10790	11620-18740	
Driver	10	6080-9830	10480-17420	
Warder Driver	13	5650-8790	9940-15380	
Boot Foreman	1	5650-8790	9940-15380	
Black smithy Instructor	1	5650-8790	9940-15380	
Tailoring Instructor	6	5650-8790	9940-15380	
Industrial Instructor	1	5650-8790	9940-15380	
Physical Training Instructor	1	5650-8790	9940-15380	
Female Warder	80	5650-8790	9940-15380	Ratio of 4:1 between Female Warder (including Female Warder HG) and Matron Gr.II will continue. 1/6 th of the posts of Female Warders on HG in the scale of pay Rs.10480-17420.
Warder	873	5650-8790	9940-15380	1/4 th posts of Male Warders on Higher Grade in the scale of pay 10480-17420.
Petty Officer		5650-8790	9940-15380	Revised Vide G.O dated 29.9.2007
Female Petty Officer		5650-8790	9940-15380	
Wireman	1	4750-7820	8960-13210	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Shoe Maistry	2	4750-7820	8960-13210	
Warder Attendant/Clerical Attendant	6	4750-7820	8960-13210	
Engine Driver	1	4750-7820	8960-13210	
Packer Clerk	1	4750-7820	8960-13210	
Sweeper cum Sanitation Worker	1	4630-7000	8730-12550	
Weaver	2	4630-7000	8730-12550	
Skilled Worker	1	4630-7000	8730-12550	
Technical Assistant	1	3000/- (Honorarium)		
Posts held by personnel of other Departments				
Senior Administrative Officer	1	20700-26600	36140-46640	
Medical Officer	8	16650-23200	29180-40640	
Assistant Surgeon				
Finance Officer	1	12930-20250	22360-35320	
Agricultural Officer	2	11070-18450	20740-33680	
Assistant Drill Instructor	2	6680-10790	11620-18740	
Pharmacist	6	7480-11910/ 6680-10790	13210-20740 11620-18740	
Lab Technician Gr. II	1	6680-10790	11620-18740	
ECG Technician	1	7480-11910	13210-20740	
Nursing Assistant	4	4630-7000	8730-12550	
Staff Nurse (Male Nurse)	2	8390-13270/ 7480-11910	14620-23480/ 13210-20740	
Part Time Sanskrit Teacher	1	5650-8790	9940-15380	
Medical Officer (Ayurveda)	1	12930-20250	22360-35320	
Common Category				
Senior Superintendent	2	10790-18000	18740-31360	
Junior Superintendent	6	9190-15510	16180-27140	
Fair Copy Superintendent	1	10790-18000	18740-31360	
Head Clerk	6	8390-13270	14620-23480	
Confidential Assistant Gr. II	2	6080-9830	10480-17420	
UD Clerk	22	6680-10790	13210-20740	Re-designated as Senior Clerk
LD Clerk	22	5250-8390	9940-15380	Re-designated as Clerk
Typist (Sel. Gr.)	2	8390-13270	14620-23480	Re-designated as Typist Selection Grade
Typist (Sr. Gr.)	2	7990-12930		

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
UD Typist	6	6680-10790	13210-20740	Re-designated as Senior Typist
LD Typist	6	5250-8390	9940-15380	Re-designated as Typist
Attender	2	4630-7000	8730-12550	
Class IV Employee Gr. II	8	4510-6230	8500-12220	
Total	1649			

No. of Part-Time Contingent employees - 1, No. of Casual/Contract/Daily Waged employees - 86;
No. of Women employees including Part-Time - 128,

7.67. PUBLIC WORKS

7.67.1. Public Works Departments is a Technical Department, functioning as the agency for construction and maintenance of Buildings, Roads and Bridges on behalf of the State Government. It has branches like Roads and Bridges, Architecture, Building and Local works, DRIQ Board, Electrical and Electronics. The Chief Engineer, (Administration) is the Head of the Department. The Architectural Wing is headed by a Chief Architect. The Electrical Wing is headed by a Superintending Engineer and Electronics Wing by an Executive Engineer. The Government Rest Houses/Tourist Bungalows owned by the State are also managed and maintained by the PWD. Even though the PWD has a Mechanical Wing the Administrative Control of the same is under the Irrigation Department.

7.67.2. The representatives of various Associations related to this department appeared before the Commission for discussing their problems on the revision of pay scales of various posts and promotional avenues. The Commission heard their arguments and recommends as follows:

- (i) The posts of Chief Engineer/Chief Architect and Deputy Chief Engineer/Superintending Engineer/Director/Deputy Chief Architect may be placed in the revised scales of pay of Rs.48640-59840 and Rs.44640-56340 respectively.
- (ii) The posts of Executive Engineer (HG)/Joint Director (HG) may be placed in the scale of pay corresponding to Rs.23200-31150.
- (iii) The posts of Executive Engineer/Joint Director may be allowed the scale of pay corresponding to Rs.20700-26600.
- (iv) In order to avoid delay in execution of electrical works, the financial powers of Superintending Engineer (Electrical) may be enhanced to that of Chief Engineer (Building) for issuing Administrative and Technical sanctions etc.
- (v) The delegation of powers of Executive Engineer (Electronics) may be enhanced to that of Superintending Engineer (Electrical) for issuing

Administrative and Technical sanctions so as to avoid delay in execution of electronic works.

- (vi) The Draftsman/Overseer Grade I & Grade II may be allowed Higher Grade in the ratio of 1:1.
- (vii) Two posts of Administrative Assistants may be upgraded as Senior Administrative Assistant and posted in the Chief Engineers' office. One post of Senior Administrative Assistant may be designated as Senior Administrative Assistant (Technical) and the other as Senior Administrative Assistant (Administration).
- (viii) The post of Manager Grade I may be placed in the scale of pay corresponding to Rs.9190-15510.
- (ix) Compensatory Allowance @ Rs.150/- per month may be allowed to Manager Grade II in view of the round clock engagement and up keep of Rest Houses.
- (x) The post of Head Gardner may be placed in the scale of pay corresponding to 4750-7820 and the name of post is changed as Head Gardner instead of Garden Supervisor.
- (xi) The Service Organisations has demanded to withdraw the provision of 20% Higher Grade sanctioned in the 2006 Pay Revision to the post of Draftsman Grade I/Overseer Grade I if there is no other way to grant the scale of Assistant Engineer. Considering the views involved in the Special Leave Petition filed by the State Government against the order of the Hon'ble High Court in WP(C) 23518/2008 WA 1965/2009, the Commission recommends to award the scale of pay corresponding to Rs.11070-18450 as Time Bound Higher Grade scale to Draftsman Grade I/Overseer Grade I.
- (xii) The Ferryman may be placed in the pay scale corresponding to Rs.5250-8390.
- (xiii) Demand has been made to enhance the rent of boats for the Ferry Wing. The rent of boats may be enhanced from Rs.750 to Rs.1500 per month.

7.67.3. It has been brought to the notice of the Commission that there is no effective utilization of the machineries (Road Roller etc) and the staff working in the Department. Hence Government may conduct a detailed study in this regard.

7.67.4. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Chief Engineer	5	26600-33750	48640-59840	
Deputy chief	24	23200-31150	44640-56340	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Engineer/Superintending Engineer/Director				
Executive Engineer/Design Assistant/Joint Director (HG)/ Executive Engineer (General) HG	19	20700-26600	40640-54140	
Executive Engineer/Design Assistant/Joint Director /Executive Engineer(General)	57	16650-23200	36140-46640	25%of the post will be on HG
Assistant Executive Engineer/Design Assistant / Assistant Executive Engineer (Technical)/Deputy Director(HG)	103	13610-20700	24040-36140	
Assistant Executive Engineer/Design Assistant/Assistant Executive Engineer(Technical)/Deputy Director	206	12250-19800	21240-34500	1/3 rd of the post will be on HG.
Assistant Engineer/ Assistant Engineer (Works) / Assistant Director/Junior Designer	955	11070-18450	20740-33680	
System Programmer	1	10790-18000	18740-31360	G.O (Ms) No.10/03/PWD dated 14/01/2003
Draftsman Gr. I/Overseer Gr. I	614	7990-12930	13900-22360	I Gr. D/Man working in KHRI are called Research Assistant
Research Assistant		7990-12930		
Foreman	3	7990-12930	13900-22360	Vacant
Scientific Assistant	1	7990-12930	13900-22360	
Sergeant	2	6680-10790	11620-18740	
Draftsman/Overseer Grade. II	589	6680-10790	11620-18740	Existing ratio of 1:1 between Gr. I & Gr. II will continue.
Tracer/Overseer Grade. III	1213	5650-8790	9940-15380	III Gr. Overseers working in KHRI are Called Lab Assistants.
Lab Assistant		5650-8790		
Blue Printer	53	4630-7000	8730-12550	
ARCHITECTURAL WING				
Chief Architect	1	26600-33750	48640-59840	
Deputy Chief Architect	1	23200-31150	44640-56340	
Architect HG		20700-26600	40640-55140	
Architect	4	16650-23200	36140-46640	25%of the post will be on HG
Assistant Architect/Assistant Architectural Engineer/Quantity Surveyor HG	-	13610-20700	24040-36140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Assistant Architect/Assistant Architectural Engineer/Quantity Surveyor	12	12250-19800	21240-34500	1/3 rd of the post will be on HG.
Architectural Head Draftsman	15	11070-18450	20740-33680	
Draftsman Gr. I	15	7990-12930	13900-22360	Existing ratio of 1:1 between Gr. I & Gr. II will continue.
Draftsman Gr. II(Architecture)	7	6680-10790	11620-18740	
Artist	1	7480-11910	13210-20740	
Modeller	2	5250-8390	9190-14620	
Tracer	3	5650-8790	9940-15380	
ELECTRICAL & ELECTRONICS WING				
Superintending Engineer(Electrical)	1	23200-31150	44640-56340	
Executive Engineer (HG)	2	20700-26600	40640-54140	
Executive Engineer (Electrical/Electronics)	3	16650-23200	36140-46640	25%of the post will be on HG
Assistant Executive Engineer (H G)	6	13610-20700	24040-36140	
Assistant Executive Engineer (Electrical/Electronics)	21	12250-19800	21240-34500	1/3 rd of the post will be on HG.
Assistant Engineer (Electrical/Electronics)	71	11070-18450	20740-33680	
Overseer Gr. I/Draftsman Gr. I	67	7990-12930	13900-22360	Existing ratio of 1:1 between Gr. I & Gr. II will continue
Engineering Assistant (Electronics)	38	7990-12930	13900-22360	
Refrigerator Mechanic/Generator Mechanic	5	7990-12930	13900-22360	
Overseer Gr. II/Draftsman Gr. II	80	6680-10790	11620-18740	Existing ratio of 1:1 between Gr. I & Gr. II will continue
Lineman	192	5650-8790	9940-15380	
Helper	16	4510-6230	8500-12220	Vanishing Category
REST HOUSE STAFF				
Manager Gr. I	5	8390-13270	16180-27140	G.O (Rt) No.147/10/PWD dated 22/01/10
Manager Gr. II	13	5650-8790	9940-15380	
Caretaker	46	4750-7820	8960-13210	
Butler	13	4630-7000	8730-12550	
Maity	13	4510-6230	8500-12220	
Dhoby	1	4510-6230	8500-12220	
Cook	14	4510-6230	8500-12220	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Rest House Attender	-	4510-6230	8500-12220	
MECHANICAL WING				
Executive Engineer HG	-	20700-26600	40640-54140	Administrative Control of Mechanical wing is under Irrigation department and the posts have been placed under the schedule of Irrigation department
Executive Engineer	-	16650-23200	36140-46640	
Assistant Executive Engineer HG	-	13610-20700	24040-36140	
Assistant Executive Engineer	-	12250-19800	21240-34500	
Assistant Engineer	-	11070-18450	20740-33680	
Carpenter	-	4750-7820	8960-13210	
Roller Driver Gr. II	-	5650-8790	9940-15380	
Roller Cleaner	-	5250-8390	9190-14620	
MISCELLANEOUS STAFF				
Plumbing Inspector	2	6680-10790	11620-18740	
Fitter	1	5250-8390	9190-14620	
Pump Operator	19	5250-8390	9190-14620	
Ferryman	259	4510-6230	9190-14620	
Boring Plant Operator	-	4750-7820	8960-13210	
Skilled Worker	581	4750-7820	8960-13210	
Assistant Lineman	-	4750-7820	8960-13210	
Blacksmith	-	4750-7820	8960-13210	
Head Gardener	1	4750-7820	8960-13210	
Gardener	12	4630-7000	8730-12550	
Watchman cum Cook/Cook cum Watchman	92	4630-7000	8730-12550	
Worker Gr. I	-	4630-7000	8730-12550	
Store Attender	-	4630-7000	8730-12550	
Worker Gr. II	-	4510-6230	8500-12220	
Road Worker	-	4510-6230	8500-12220	
Lascar	14	4510-6230	8500-12220	
Watcher cum Gardener	33	4510-6230	8500-12220	Sanctioned as per GO (MS) No.16/10/PW,dated 22-03-2010.
Full-Time Sweeper/Scavanger	16	4510-6230	8500-12220	
Sweeper cum Cleaner	11	4510-6230	8500-12220	
Sweeper/Scavanger	6	4510-6230	8500-12220	
STAFF ABORBED FROM KSEW Ltd.				
Mechanic	-	4750-7820	8963-13210	
Unskilled Worker	-	4510-6230	8500-12220	
Posts held by personnel of other Departments				

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Senior Administrative Officer	1	20700-26600	36140-46640	
Senior Finance Officer	3	20700-26600	36140-46640	
Financial Assistant	9	12250-19800	21240-34500	
Divisional Accountant	66	10790-18000	18740-31360	
Assistant Geologist	1	11070-18450	19240-32110	On deputation from Mining and Geology
Research Officer	1	11070-18450	19240-32110	These posts belong to Economics and Statistics Department and the Employees are on deputation
UD Compiler/ Statistical Assistant Gr. I	1	6680-10790	11620-18740	
LD Compiler/ Statistical Assistant Gr. II	2	5250-8390	9190-14620	
Common Category				
Administrative Assistant	16	12250-19800	22360-35320	
Senior Superintendent	18	10790-18000	18740-31360	
Confidential Assistant Selection Grade	8	11070-18450	19240-32110	
Junior Superintendent	112	9190-15510	16180-27140	
Fair Copy Superintendent	9	9190-15510	16180-27140	
Confidential Assistant Senior Grade	9	9190-15510	16180-27140	
Head Clerk	182	8390-13270	14620-23480	
Selection Grade Typist	68	8390-13270	14620-23480	Re-designated as Selection Grade
Senior Grade Typist	68	7990-12930		
Confidential Assistant Gr. I	9	7990-12930	13900-22360	
UD Clerk	836	6680-10790	13210-20740	Re-designated as Senior Clerk
UD Typist	136	6680-10790	13210-20740	Re-designated as Senior Typist
Confidential Assistant Gr. II	35	6080-9830	10480-17420	
Roller Driver	50	5650-8790	9940-15380	
LD Clerk	836	5250-8390	9940-15380	Re-designated as Clerk
LD Typist	136	5250-8390	9940-15380	Re-designated as Typist
Driver	172	5250-8390	9190-14620	
Lift Operator	12	5250-8390	9190-14620	
Roller Cleaner	50	5250-8390	9190-14620	
Pump Operator	19	5250-8390	9190-14620	
Binder	1	4750-7820	8960-13210	
Palace Superintendent	1	4750-7820	8960-13210	Managing the Courthallam Palace in Tamil Nadu owned by Kerala State

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
				Government.
Roneo Operator	1	4630-7000	8730-12550	
Daffedar	1	4630-7000	8730-12550	
Mochee	1	4630-7000	8730-12550	
Class IV Employee Gr. II	1069	4510-6230	8500-12220	
Watchman	201	4510-6230	8500-12220	
Waiter	4	4510-6230	8500-12220	
Total	9704			

No. of Part-Time Contingent Employees- 433; No. of Women Employees including Part-Time- 2417.

7.68. REGISTRATION

- 7.68.1.** The Department of Registration started functioning in its present integrated form from 1st November 1956. The implementation of the Registration Act 1908, Kerala Registration Rules 1967, Stamps Act and Rules, Society's Registration Act, Kerala Non-Trading Companies Act, Indian Partnership Act, Kerala Chitty Act and Rules etc is being done by this Department. This Department plays a vital role in tax collection and stands second among the major Tax collection Departments in Kerala.
- 7.68.2.** The Inspector General of Registration is the Head of Department. The department is divided into 4 zones viz, Thiruvananthapuram, Trichur, Ernakulam and Kozhikode and each zone is under the control of the Deputy Inspector General of Registration.
- 7.68.3.** The Commission held discussion with the representatives of various Service Organisations and the Head of the Department. Accordingly, the following recommendations are made:
- (i) The scale of pay of Inspector General of Registration and Joint Inspector General of Registration may be enhanced and placed in the revised scales of pay of Rs.42640-55240/- and Rs.36140-46640/- respectively.
 - (ii) The scale of pay of Deputy Inspector General of Registration may be enhanced and the scale of pay corresponding to Rs.16650-23200 may be allowed.
 - (iii) The scale of pay of Assistant Inspector General of Registration and District Registrar may be enhanced and the scale of pay corresponding to Rs.12930-20250 may be allowed.
 - (iv) The availability of a minimum of two peons in each Sub Registrar Office may be ensured.
- 7.68.4.** Normal revision is recommended to all other categories.

7.68.5. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
IG of Registration	1	23200-31150	42640-55240	
Joint IG of Registration	1	16650-23200	36140-46640	
Deputy IG of Registration	5	13610-20700	29180-40640	
Assistant IG of Registration	2	12250-19800	22360-35320	
District Registrar	24	12250-19800	22360-35320	
Sub Registrar	322	10790-18000	18740-31360	
Cashier	1	10790-18000	18740-31360	
Chitty Inspector	9	10790-18000	18740-31360	
Chitty Auditor	13	10790-18000	18740-31360	
Chitty Prosecuting Inspector	1	10790-18000	18740-31360	
Binding Supervisor	7	7480-11910	13210-20740	
Common Category				
Sr. Superintendent	4	10790-18000	18740-31360	
Junior Superintendent	105	9190-15510	16180-27140	
Head Clerk	237	8390-13270	14620-23480	
U D Clerk	716	6680-10790	13210-20740	Re-designated as Senior Clerk
L D Clerk	722	5250-8390	9940-15380	Re-designated as Clerk
Fair Copy Superintendent	1	9190-15510	16180-27140	
Selection Gr. Typist	5	8390-13270	14620-23480	Re-designated as Selection Grade
Sr. Grade Typist	5	7990-12930		
Confidential Asst.Gr.1	1	7990-12930	13900-22360	
U D Typist	11	6680-10790	13210-20740	Re-designated as Senior Typist
L D Typist	12	5250-8390	9940-15380	Re-designated as Typist
Binder Gr. I	6	5650-8790	9940-15380	
Binder Gr. II	21	4750-7820	8960-13210	
Driver	22	5250-8390	9190-14620	
Duffedar	1	4630-7000	8730-12550	
Attender	2	4630-7000	8730-12550	
Class IV Employee Gr. II	608	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Administrative Officer	1	12930-20250	22360-35320	
Finance Officer	1	12930-20250	22360-35320	
Accounts Officer	1	12250-19800	21240-34500	

Designation	No. of posts	Existing scale of pay	Proposed scale of pay	Remarks
Law Officer	1	12930-20250	22360-35320	
Total	2869			

No. of Part-Time Contingent employees – 316; No. of Casual/Contract/Daily Wage employees – 4; No. of Women employees including Part-Time - 1078.

7.69. RURAL DEVELOPMENT

- 7.69.1.** The Department of Rural Development, started functioning in 1952, as the Community Development Department and reorganised with its present structure in 1987. The main objective of the Department is to improve the living standards of rural people by utilizing the available natural and human resources. To achieve this, the Department is implementing job oriented and infrastructural development schemes to alleviate rural poverty and to assure development of women/ socially backward classes. The development schemes, both Central and State are implemented by the Department.
- 7.69.2.** The Department is headed by the Commissioner for Rural Development drawn from IAS cadre. Additional Development Commissioner, Joint Development Commissioner, Deputy Commissioner and the Assistant Development Commissioner assist him at various subordinate levels. There are Women Welfare officers at District level to look after their welfare.
- 7.69.3.** The Block Panchayats are constituted as per the Kerala Panchayat Raj Act 1994, as the intermediate level of LSGIs of the three tier Panchayat system and devolved enormous powers to it. Consequently, the Block Development offices have been transformed as Block Panchayats with the Block Development Officer as the Secretary.
- 7.69.4.** Various Service Organisations appeared before the Commission and argued their cases. Discussion was also held with the Head of the Department. After examining all the aspects, the Commission makes the following recommendations:
- (i) The post of Additional Development Commissioner may be placed in the revised scale of pay of Rs.42640-55240. The posts of Joint Development Commissioner/Director, SIRD/Joint Programme Co-ordinator (MGNREGS) may be placed in the revised scale of pay of Rs.40640-54140. Deputy Development Commissioner/Co-ordinator (W & CP/DWCRA)/Principal, Extension Training Centre/Technical Co-ordinator CDD Watson/Secretary, SIRD may be placed in the revised scale of pay of Rs.36140-46640.
 - (ii) The Existing ratio of 3:1 between Block Development Officer (Rs.10790-18000) and Senior Block Development Officer (Rs.11910-19350) shall be modified as 2:1.

(iii) The scale of pay of Lecturer Grade I in Agriculture is placed in the scale of pay corresponding to Rs.11070-18450.

7.69.5. Normal Revision is recommended to all other posts and Special Rules may be framed for the Department.

7.69.6. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Commissioner for Rural Development	1	IAS		
Mission Director, MGNREGS	1	IAS		
Additional Development Commissioner	2	23200-31150	42640-55240	
Director SIRD	1	23200-31150	40640-54140	
Joint Development Commissioner	4	20700-26600	40640-54140	
Joint Programme Coordinator (MGNREGS)	8	20700-26600	40640-54140	
Coordinator (WCP/DWCR A)	2	16650-23200	36140-46640	
Deputy Development Commissioner	16	16650-23200	36140-46640	
Principal, Extension Training Centre	3	16650-23200	36140-46640	
Technical Co-Coordinator CDD - Watson	1	16650-23200	36140-46640	
Secretary SIRD	1	16650-23200	36140-46640	
Assistant Development Commissioner	48	12930-20250	22360-35320	
Project Officer ITDP Attappady	1	12930-20250	22360-35320	
District Women's Welfare Officer (HG)	3	12930-20250	22360-35320	
District Women's Welfare Officer (WD)	24	12250-19800	21240-34500	20% of the posts or three posts whichever is less are on Higher Grade.
Accounts Officer	1	12250-19800	21240-34500	
Senior Block Development Officer	38	11910-19350	20740-33680	
General Foreman	1	11910-19350	20740-33680	
Senior Lecturer in Rural Development	1	11910-19350	20740-33680	
Lecturer in Rural Industries	2	10790-18000	18740-31360	
Campaign Officer (RIB)	1	10790-18000	18740-31360	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Block Development Officer	114	10790-18000	18740-31360	The ratio between BDO and Senior BDO will be 2:1
Assistant Project Officer ITDP Attappady	1	10790-18000	18740-31360	
Lecturer Gr. I in Home Science	2	10790-18000	18740-31360	
Lecturer Gr. I in Agriculture	5	10790-18000	19240-32110	
Farm Supervisor	3	10790-18000	18740-31360	
Joint BDO (EGS)	152	9190-15510	16180-27140	
Joint BDO (RH)	76	9190-15510	16180-27140	
Extension Officer, Women's Welfare (ITDP) Attappady	1	9190-15510	16180-27140	
Lecturer Gr. II in Home Science	4	8790-13610	15380-24040	
Lecturer Gr. I in Rural Economics	2	10790-18000	18740-31360	
Lecturer Gr. II in Social Education	2	8790-13610	15380-24040	
Assistant Campaign Officer (RIB)	1	8790-13610	15380-24040	
General Extension Officer	152	7990-12930	13900-22360	
Extension Officer (Housing) Gr.II	76	7990-12930	13900-22360	
Manager, RIB	1	7990-12930	13900-22360	
Extension Officer, Women's Welfare	152	7990-12930	13900-22360	
Training Officer	2	7990-12930	13900-22360	
Artist-cum-Photographer cum Cinema Operator Gr. I	1	7480-11910	13210-20740	
Village Extension Officer Gr. I	723	6680-10790	11620-18740	
Lady Village Extension Officer Gr. I	304	6680-10790	11620-18740	
Nursery Teacher	2	6680-10790	11620-18740	
Artist cum Photographer cum Cinema Operator Gr. II	2	5650-8790	9940-15380	
Village Extension Officer Gr. II	724	5650-8790	9940-15380	The existing ratio of 1:1 between Gr. I and Grade II posts will continue
Lady Village Extension Officer Gr. II	304	5650-8790	9940-15380	The existing Ratio of 1:1 between Gr. I and Gr. II posts will continue.
Skilled Assistant	1	5650-8790	9940-15380	
Carpenter cum Blacksmith	1	4750-7820	8960-13210	
Mechanic (Extension Training	5	4750-7820	8960-13210	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Centre)				
Lab Attender	2	4630-7000	8730-12550	
Balawadi Ayah	2	4510-6230	8500-12220	
Assistant Sericulture Officer	43	8390-13270	14620-23480	Posts absorbed from SERIFED.
Common Category				
Administrative Assistant	1	12250-19800	21240-34500	
Senior Superintendent	16	10790-18000	18740-31360	
Junior Superintendent	10	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Head Clerk	171	8390-13270	14620-23480	
Typist Selection Gr.	31	8390-13270	14620-23480	Re-designated as Selection Grade
Typist Sen. Gr.	31	7990-12930		
Mechanic	5	7480-11910	13210-20740	
Electrician	1	7480-11910	13210-20740	
UD Clerk	437	6680-10790	13210-20740	Re-designated as Senior Clerk
UD Typist	62	6680-10790	13210-20740	Re-designated as Senior Typist
Confidential Assistant Gr. II	9	6080-9830	10480-17420	
Steno typist	1	6080-9830	10480-17420	
LD Clerk	436	5250-8390	9940-15380	Re-designated as Clerk
LD Typist	74	5250-8390	9940-15380	Re-designated as Typist
Driver Gr. I	89	6080-9830	10480-17420	
Driver Gr. II	96	5250-8390	9190-14620	6 posts absorbed from SERIFED
Duplicating Machine Operator	1	4750-7820	8960-13210	
Record Keeper	1	4630-7000	8730-12550	
Binder	1	4630-7000	8730-12550	
Class IV Employees Gr. I	130	4630-7000	8730-12550	
Class IV Employees Gr. II	262	4510-6230	8500-12220	
Watchman	15	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Senior Administrative Officer	1	20700-26600	36140-46640	
Senior Finance Officer	1	20700-26600	36140-46640	
Finance Assistant	1	12250-19800	21240-34500	
Deputy Director P & M	1	13610-20700	24040-36140	
Chief Officer RIB	1	16650-23200	29180-40640	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Lecturer in Animal Husbandry	1	11070-18450	19240-32110	
Lecturer (Co-Operation)	4	11070-18450	19240-32110	
Junior Lecturer (Rural Engineering)	3	10790-18000	18740-31360	
Junior Lecturer in Animal Husbandry	1	10790-18000	18740-31360	
Research Assistant	1	8390-13270	14620-23480	
UD Compiler	4	6680-10790	13210-20740	
Extension Officer (P & M)	152	7990-12930	13900-22360	
Physical Instructor-cum-Librarian	3	6680-10790	11620-18740	
Total	5075			

No. of Part-Time Contingent employee - 172; No. of Casual/Contract/Daily Waged employees - 36;
No. of Women employee including Part time- 1592.

7.70. SAINIK WELFARE

- 7.70.1.** The Department of Sainik Welfare looks after the interests of all serving and discharged/retired Defence personnel. This Department helps the ex-servicemen in their rehabilitation and welfare.
- 7.70.2.** The Head of the Department is the Director. There are fourteen District Offices under the supervision of Zilla Sainik Welfare Officers. The implementation of welfare schemes in the Department vests with the Director. The Budget of the Department is shared by the Central and the State Governments on a 50:50 basis.
- 7.70.3.** The Commission held discussion with the Head of the Department and recommends as follows:
- (i) The Director was in the scale of pay of Deputy Secretary till the 8th Pay Revision. So it is reasonable to place the Director in the scale of pay Rs.20700-26600 and recommends accordingly. At the time of discussion, the Director proposed to award him the State's highest scale of pay plus an allowance of Rs.1000 per month taking into account the status and higher responsibilities of the Department. As the incumbent holding the post of Director at present is continuing in the same post for more than 8 years, the scale of pay corresponding to Rs.23200-31150 may be allowed to the Director which will be treated as personal scale to him as long as he holds that post.
 - (ii) The post of Deputy Director/Zilla Sainik Welfare Officer may be allowed the scale of pay corresponding to Rs.12930-20250.

(iii) 20% of the Assistant Directors may be placed in the higher grade in the scale of pay corresponding to Rs.11910-19350.

7.70.4. Normal revision is recommended to all other categories.

7.70.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	16650-23200	36140-46640	The incumbent in the post of Director will be in the personal scale of pay of Rs.40640-54140 w.e.f. 1.7.2009
Deputy Director/Zilla Sainik Welfare Officer	15	12250-19800	22360-35320	
Assistant Zilla Sainik Welfare Officer/ Assistant Director	11	10790-18000	18740-31360	20% posts will be in the HG on Rs.20740-33680.
Welfare Organiser	13	7990-12930	13900-22360	
Common Category				
Junior Superintendent	2	9190-15510	16180-27140	
Head Clerk/Head Accountant	11	8390-13270	14620-23480	
Selection Grade Typist	1	8390-13270	14620-23480	Re-designated as Selection Grade
Senior Grade Typist	1	7990-12930		
UD Clerk	34	6680-10790	13210-20740	Re-designated as Senior Clerk
UD Typist	1	6680-10790	13210-20740	Re-designated as Senior Typist
Confidential Assistant	1	6080-9830	10480-17420	
Clerk Typist	12	5250-8390	9940-15380	
LD Clerk	35	5250-8390	9940-15380	Re-designated as Clerk
LD Typist	2	5250-8390	9940-15380	Re-designated as Typist
Driver Gr. II	1	5250-8390	9190-14620	
Roneo Operator	1	4750-7820	8960-13210	
Binder	1	4750-7820	8960-13210	
Class IV Employee Gr. II/ Night Watchman	20	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Administrative Officer	1	12930-20250	22360-35320	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Under Secretary	1	12930-20250	22360-35320	
Junior Employment Officer	1	9190-15510	16180-27140	
Total	166			

No. of Part-Time Contingent employees - 13; No. of Casual/Contract/Daily Wage employees- 1; No. of Women employees including Part-Time - 1.

7.71. SCHEDULED CASTE DEVELOPMENT

7.71.1. Scheduled Caste Development Department, formerly known as Harijan Welfare Department deals with the implementation of schemes aimed at the total upliftment of Scheduled Castes and socially and economically backward communities. The Department has the responsibility of monitoring educational scholarship schemes for the eligible communities including backward communities.

7.71.2. The Director who is drawn from IAS cadre is the Head of the Department.

7.71.3. The Commission held discussion with the Service Organisations and the Head of the Department. Accordingly, the following recommendations are made:

- (i) The posts of Additional Director and Joint Director may be placed in the scales of pay corresponding to Rs.23200-31150 and Rs.20700-26600 respectively.
- (ii) 30% posts of the District Development Officers may be upgraded and placed in the scale of pay corresponding to Rs.13610-20700.
- (iii) At present there are 13 posts of Assistant District Development Officers. If there is no post of Assistant Development Officer for Wayanad District, the Commission recommends that a post of Assistant Development Officer may be sanctioned for Wayanad District. Higher grade of 30% posts in the scale of pay corresponding to Rs.12930-20250 is recommended to Assistant Development Officers.
- (iv) The demand for restoration of the post of Joint Director (Training) may be considered favourably by the Government.
- (v) The scale of pay of Training Officer on Rs.12250-19800 may be enhanced and allowed the scale of pay corresponding to Rs.12930-20250.
- (vi) The post of Training Instructor may be placed in the scale of pay corresponding to Rs.7990-12930.
- (vii) Qualified Ayahs may be promoted as Nursery Teachers in 50% of the posts. Provision for this may be made in the Special Rules.

- (viii) The ratio between Pre-Matric Hostel Warden, Pre-Matric Hostel Warden Higher Grade and Pre-Matric Hostel Warden Senior Grade may be in the ratio of 1:1:1 and the Senior Grade will be in the scale of pay of corresponding to Rs.7480-11910.
- (ix) Cooks on Rs.4510-6230 may be allowed 1:1:1 ratio as Cook Gr. II, Gr. I and Sr. Gr. in the scale of pay corresponding to Rs.4510-6230, Rs.4630-7000 and Rs.4750-7820 respectively.
- (x) The Mess charge being recovered from the salary of Hostel Staff may be reduced and limited to 25% of the admitted mess charge.

7.71.4. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1			IAS
Additional Director	1	20700-26600	40640-54140	
Joint Director/Vigilance officer	3	16650-23200	36140-46640	
Deputy Director	2	13610-20700	24040-36140	
Dist. Development Officer for S/C	14	12930-20250	22360-35320	30% of posts in HG on Rs.24040-36140.
Training officer	1	12250-19800	22360-35320	
Asst. Dist. Development Officer for S/C	13	11910-19350	20740-33680	30% of posts in HG on Rs.22360-35320.
Scheduled Caste Development officer Gr. I	62	10790-18000	18740-31360	
Chief Publicity Officer	1	10790-18000	18740-31360	
Special officer for colonization/ Special Taluk Development officer	1	10790-18000	18740-31360	
Inspector of Training	2	10790-18000	18740-31360	
Scheduled Caste Development officer Gr. II	93	9190-15510	16180-27140	
Instructor in Stenography	4	8790-13610	15380-24040	
Training Superintendent/Assistant Inspector of Training	45	8390-13270	14620-23480	
Training Instructor	90	7480-11910	13900-22360	
Nursery School Teacher	52	6680-10790	11620-18740	
Pre-Matric Hostel Warden (HG)	45	6680-10790	11620-18740	The posts of Pre-matric Hostel Warden, Pre-matric Hostel Warden (HG), Pre-matric Hostel Warden (Sr. Gr.) will be in the ratio of 1:1:1 and Pre-matric Hostel Warden (Sr.

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
				Gr.) will be on Rs.13210-20740.
Pre-Matric Hostel Warden	46	5250-8390	9190-14620	
Cook	264	4510-6230	8500-12220	
Ayah	68	4510-6230	8500-12220	
Helper/ Mess Boy	6	4510-6230	8500-12220	
Common Category				
Senior Superintendent	15	10790-18000	18740-31360	
Junior Superintendent	30	9190-15510	16180-27140	
Fair Copy Superintendent	2	9190-15510	16180-27140	
Head Clerk	6	8390-13270	14620-23480	
U D Clerk	155	6680-10790	13210-20740	Re-designated as Senior Clerk
L D Clerk	155	5250-8390	9940-15380	Re-designated as Clerk
Confidential Assistant Sel. Gr.	1	11070-18450	19240-32110	
Confidential Assistant Gr. I	7	7990-12930	13900-22360	
Confidential Assistant Gr. II	4	6080-9830	10480-17420	
Clerk Typist	8	5250-8390	9940-15380	
Selection Grade Typist	8	8390-13270	14620-23480	Merged and Re-designated
Senior Grade Typist	9	7990-12930		as Sel Gr. Typist
U D Typist	13	6680-10790	13210-20740	Re-designated as Senior Typist
L D Typist	13	5250-8390	9940-15380	Re-designated as Typist
Driver Grade I	6	6080-9830	10480-17420	
Driver Grade II	16	5250-8390	9190-14620	
Clerical Attender	2	4630-7000	8730-12550	
Attender	12	4630-7000	8730-12550	
Duffedar	1	4630-7000	8730-12550	
Class IV Employees Gr. I	64	4630-7000	8730-12550	
Class IV Employee Gr. II	108	4510-6230	8500-12220	
Watchman	116	4510-6230	8500-12220	
Full Time Sweeper	7	4510-6230	8500-12220	
Sweeper-cum-Watchman	44	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Senior Administrative Officer	1	20700-26600	36140-46640	
Senior Finance Officer	1	20700-26600	36140-46640	
Chief Planning Officer	1	16650-23200	29180-40640	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Research Officer	1	11070-18450	19240-32110	
Research Assistant	14	10790-18000	18740-31360	
Statistical Assistant Gr. II	15	5250-8390	11620-18740	
Principal, Pre Examination Training Centre	1			UGC
Lecturer	1			UGC
Junior Co-operative Inspector	1	7990-12930	14620-23480	
Revenue Inspector	1	8390-13270	14620-23480	
Field Assistant	1	5250-8390	9190-14620	
Total	1654			

No. of Part-Time Contingent employees - 162; No. of Casual/Contract/Daily Waged employees -39; No. of Women employees- 931.

7.72. SCHEDULED TRIBE DEVELOPMENT

- 7.72.1.** The Scheduled Tribe Development Department was separated from the former Harijan Welfare Department in 1975 and was given a separate identity with a view to focus on the overall development of Scheduled Tribes. The Department was re organized in 1989 based on the norms fixed by Government of India for setting up Integrated Tribal Development Projects and for the formulation, implementation and monitoring of Tribal Sub Plan Schemes. This Department has a very crucial role in the implementation of programmes in the field of education, housing, healthcare and social and economic upliftment of Tribes.
- 7.72.2.** Besides State Plan Schemes, the Department implements Tribal Sub Plan, Special Central Assistance to Tribal Sub Plan (SCA to TSP) and other Centrally Sponsored Schemes. As a part of re-settlement of landless Tribals, Tribal Re-settlement and Development Mission (TRDM) has also been formed to undertake the rehabilitation activities based on a Master Plan.
- 7.72.3.** The implementation of the Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act 2006 is also administered through this Department. Apart from these, the Department has a major responsibility to protect the tribes from various kinds of atrocities against them.
- 7.72.4.** The Department is headed by the Director, who is an IAS Officer. The senior most officer from the Department is a Joint Director.
- 7.72.5.** The Commission held discussion with the representatives of various Service Organisations and the Head of the Department. Accordingly the following recommendations are made:
- (i) The post of Joint Director may be placed in the scale of pay corresponding to Rs.20700-26600.

- (ii) The post of Deputy Director/Project Officer/Manager may be placed in the scale of pay corresponding to Rs.16650-23200.
- (iii) The scale of pay of the post of Special Extension Officer on Rs.9190-15510 may be enhanced corresponding to Rs.10790-18000.
- (iv) The mess charge being recovered from the salary of the hostel staff may be reduced and limited to 25% of the admitted mess charge.
- (v) Cooks on Rs.4510-6230 may be allowed 1:1:1 ratio as Cook Grade II, Grade I and Senior Grade in the scale of pay corresponding to Rs.4510-6230, Rs.4630-7000 and Rs.4750-7820 respectively.

7.72.6. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1			IAS
Joint Director	1	16650-23200	36140-46640	
Deputy Director/Project Officer/Manager	8	13610-20700	29180-40640	
Asst. Director/Tribal Development Officer	11	12250-19800	21240-34500	
Asst. Project Officer/ Asst. Tribal Development Officer	12	11910-19350	20740-33680	
Training Officer	1	10790-18000	18740-31360	
Special Extension Officer	4	9190-15510	18740-31360	
Tribal Extension Officer	48	9190-15510	16180-27140	
Industrial Supervisor	1	9190-15510	16180-27140	
Warden (MRS)	18	9190-15510	16180-27140	
Supervisor	2	7480-11910	13210-20740	
Nursery School Teacher	14	6680-10790	11620-18740	
Data Entry Operator	1	5650-8790	9940-15380	
Instructor	27	5250-8390	9190-14620	
Warden (Pre Metric/Post Metric Hostel)	113	5250-8390	9190-14620	Higher Grade in the ratio 1:1 will continue.
Record Attender	1	4750-7820	8960-13210	
Ayah	55	4510-6230	8500-12220	
Mess Boy/Mess Girl	10	4510-6230	8500-12220	
Cook	255	4510-6230	8500-12220	Ratio between Cook Gr. II, Cook Gr. I and Cook Sr. Gr. On RS.8500-12220, Rs.8730-12550 and Rs.8960-13210 respectively will be 1:1.

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
<i>Common Category</i>				
Senior Superintendent	19	10790-18000	18740-31360	
Junior Superintendent	16	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Selection Grade Typist	4	8390-13270	14620-23480	Re-designated as Selection Grade
Senior Grade Typist	4	7990-12930		
Head Clerk	2	8390-13270	14620-23480	
U D Typist	10	6680-10790	13210-20740	Re-designated as Senior Typist
U D Clerk	62	6680-10790	13210-20740	Re-designated as Senior Clerk
Confidential Assistant	7	6080-9830	10480-17420	
LD Typist	10	5250-8390	9940-15380	Re-designated as Typist
L D Clerk	64	5250-8390	9940-15380	Re-designated as Clerk
Driver	22	5250-8390	9190-14620	
Attender	24	4750-7820	8960-13210	
Class IV Employee Gr. II	262	4510-6230	8500-12220	
Helper/Sanitation Worker/ Full Time Sweeper/Van Cleaner/Gardner	51	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Senior Administrative Officer	1	20700-26600	36140-46640	
Senior Finance Officer	1	20700-26600	36140-64640	
Assistant Director (SPC)	1	12250-19800	21240-34500	
Medical Officer	3	11910-19350	20740-33680	
Assistant Executive Engineer	1	12250-19800	21240-34500	
Assistant Engineer	6	11070-18450	19240-32110	
Research Assistant	1	10790-18000	18740-31360	
Overseer	9	5650-8790	9940-15380	
L D Compiler	13	5250-8390	9190-14620	
Pharmacist	10	6680-10790	11620-18740	
Junior Public Health Nurse	7	6680-10790	11620-18740	
Principal	8	12250-19800	21240-34500	
Head Master	17	11070-18450	19240-32110	
Graduate Teacher	171	8390-13270	14620-23480	
Special Teacher	37	6680-10790	11620-18740	
Manager cum Resident Tutor	18	8390-13270	14620-23480	
Medical Officer (ISM)	7	11070-18450	20740-33680	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Total	1452			

No. of Part time Contingent employees - 102; No. of Casual/Contract/Daily Waged employees - 43;
No. of Women employees including Part-Time - 518.

7.73. SOCIAL WELFARE

7.73.1. The Department of Social Welfare came into existence in 1975 mainly for the co-ordination of the schemes and institutions under the Special Officer, Special Nutrition Programme from the Harijan Welfare Department and Probation and After Care services from the Prisons Department. Later, in 1987 the administrative control of the institutions and establishments under the Children's Act was transferred from the Prisons Department to the Social Welfare Department. The Social Welfare Services are intended to provide needed care and protection to the weaker sections of the society like women, children, the physically handicapped, the mentally retarded, destitute orphans, aged infirm and the social deviants like juvenile delinquents.

7.73.2. The Department is headed by a Director who is an IAS Officer. In discharge of his duties the Director is assisted by an Additional Director at Head Quarters. Regional offices of the Department under the control of Regional Directors functions at Thiruvananthapuram, Ernakulam and Kozhikode. At the District level, District Social Welfare Officers implement the Welfare Schemes except the Integrated Child Development Scheme which is looked after by the Child Development Project Officer. The Probation Officers attend to the cases referred to them by the Judicial Magistrate and the Prisons Department.

7.73.3. Commission held discussion with various Service Organisations and the Head of Department. After careful consideration of all aspects the Commission makes the following recommendations:

- (i) The posts of Additional Director/Project Co-ordinator may be placed in the scale of pay corresponding to Rs.20700-26600.
- (ii) The posts of Joint Director /Joint Project Co-ordinator may be placed in the scale of pay corresponding to Rs.16650-23200.

Programme Officer / Child Development Project Officer (ICDS)

- (iii) As per the Special Rules issued in G.O. (P) No. 23/2010/SWD dtd, 30/03/2010, the senior most among the incumbents in the category of CDPO shall be appointed as Programme Officer (ICDS) against the future vacancies arising after the date of effect of these rules, though both are interchangeable posts. During the discussion the Head of Department pointed out that it is not fair to place two categories of posts one having Block level jurisdiction and the other with District level jurisdiction in a same footing regarding scale of pay. As per the

new Special Rules for the post of District Social Welfare Officer a ratio of 1:10:3 shall be maintained between Probation Officer, CDPOs and Senior Superintendent and equated categories in Social Welfare Department. Hence the post of Programme Officer may be placed in the scale of pay corresponding to 11070-18450.

- (iv) The existing ratio of 1: 10: 3 among Probation Officer, CDPOs and Senior Superintendent and equated categories may be revised to 1:8:2:3 among Probation Officers, Supervisor Promotee CDPOs direct CDPOs, Senior Superintendents and CDPOs from ministerial wing and equated post of Social Welfare Department. Necessary amendments to the Special Rules in this regard is also recommended.
- (v) The ICDS Supervisor may be given higher grade in the ratio of 4:1 in the scale of pay corresponding to Rs.8390-13270.
- (vi) The scale of pay corresponding to Rs.8790-13610 may be allowed to the post of Superintendent Welfare Institutions Grade II and its equated posts.
- (vii) The post of Special Teacher HMDC may be allowed the scale of pay corresponding to Rs.8390-13270 in view of the duties and responsibilities of Special Teacher HMDC.
- (viii) The posts of Craft Instructor, Music Teacher, Tailoring Instructor, Agricultural Instructor, Carpentry Instructor, Weaving Instructor, Drill Instructor, Physical Training Instructor and Dance Master may be placed in the scale of pay corresponding to Rs.6680-10790 (pay scale of P.D Teacher).
- (ix) The post of Care Taker may be placed in the scale of pay corresponding to Rs.6080-9830 considering the arduous nature of work.

Commissionerate for Persons with Disabilities

- (x) For the implementation of the provision of “persons with Disabilities (Equal opportunities, Protection of Rights and Full participation) Act 1995 (Act 1 of 1996), a Commissionerate has been constituted by Government. It has been brought to the notice of the Commission that adequate Ministerial Staff has not been sanctioned to the Commissionerate. The Commission recommends to provide adequate ministerial staff to the Commissionerate.

7.73.4. For all other posts in the Department, normal revision is recommended.

7.73.5. The categories of posts with the existing and the proposed scale of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director of Social Welfare	1	IAS		
Additional Director	1	16650-23200	36140-46640	
Project Co-ordinator/Additional Director (Surplus Pool)	1	16650-23200	36140-46640	
Joint Director/Joint Project Co-ordinator	3	13610-20700	29180-40640	
Regional Assistant Director	3	12930-20250	22360-35320	
Assistant Director	4	12930-20250	22360-35320	
District Social Welfare Officer	14	12250-19800	21240-34500	
Probation Officer Gr. I	17	11910-19350	20740-33680	
Programme Officer	16	10790-18000	19240-32110	
Superintendent, Welfare Institution Gr. I	25	10790-18000	18740-31360	
Child Development Project Officer	163	10790-18000	18740-31360	
Women Protection Officer	14	10790-18000	18740-31360	
Project Officer, Upgraded Special Nutrition Programme/Regional Dowry Prohibition Officer	9	10790-18000	18740-31360	
Superintendent, Government Juvenile Home/Special Home	7	10790-18000	18740-31360	
Deputy Superintendent Gr. I	1	10790-18000	18740-31360	
Deputy Superintendent-cum-Headmaster Gr. I	2	10790-18000	18740-31360	
Regional Dowry Prohibition Officer	3	10790-18000	18740-31360	
Deputy Superintendent-cum-Headmaster Gr. II	4	9190-15510	16180-27140	
Probation Officer Gr. II	23	9190-15510	16180-27140	
Store-keeper -cum-Logistics Officer	1	8390-13270	14620-23480	
Superintendent, Welfare Institution Gr. II	17	8390-13270	15380-24040	
Assistant Child Development Project Officer	83	8390-13270	14620-23480	
Supervisor, Vocational Training Centre	2	8390-13270	14620-23480	
Social Scientist, Vocational Training Centre	1	8390-13270	14620-23480	
Nutritionist	3	8390-13270	14620-23480	
Pre-School Educationist	3	8390-13270	14620-23480	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Health Educationist	3	8390-13270	14620-23480	
Sociologist	4	8390-13270	14620-23480	
Printing Supervisor	1	8390-13270	14620-23480	
Superintendent, Welfare Institution Gr. III	17	8390-13270	14620-23480	
Inspector (Child Welfare)	33	8390-13270	14620-23480	
Special Teacher HMDC	5	7990-12930	14620-23480	
Supervisor, ICDS	1292	7990-12930	13900-22360	High Grade in the ratio of 4:1 on Rs.14620-23480
Carpentry Foreman	1	7480-11910	13210-20740	
Social Education Assistant	3	7480-11910	13210-20740	
Literacy Teacher Gr. II	7	6680-10790	11620-18740	
Nursery Teacher	2	6680-10790	11620-18740	
Senior Instructor, Vocational Training Centre	2	5650-8790	9940-15380	
Care Mother	25	5650-8790	9940-15380	
Craft Instructor	1	5650-8790	11620-18740	
Music Teacher	1	5650-8790	11620-18740	
Tailoring Instructor	1	5650-8790	11620-18740	
Agricultural Instructor	1	5650-8790	11620-18740	
Carpentry Instructor	2	5650-8790	11620-18740	
Weaving Instructor	3	5650-8790	11620-18740	
Drill Instructor	1	5650-8790	11620-18740	
Physical Training Instructor	2	5650-8790	11620-18740	
Dance Master	1	5650-8790	11620-18740	
Matron Gr. I	26	5250-8390	9190-14620	
Needle Work Teacher	1	5250-8390	9190-14620	
Craft Teacher	1	5250-8390	9190-14620	
Craft Instructor	1	5250-8390	11620-18740	
House Master	1	5250-8390	9190-14620	
Instructor Book Binding	2	5250-8390	9190-14620	
Instructor (Tailoring and Embroidery)	2	5250-8390	9190-14620	
Tailoring Instructor	2	5250-8390	9190-14620	
Instructor (Leather Works)	1	5250-8390	9190-14620	
Instructor (Plastic Works)	1	5250-8390	9190-14620	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Instructor (Pottery)	1	5250-8390	9190-14620	
Care Taker	88	5250-8390	10480-17420	
Teacher (Industry)	1	5250-8390	9190-14620	
Part-Time Hindi Teacher	3	5250-8390	9190-14620	
Part-Time Music Teacher	1	5250-8390	9190-14620	
Part-Time Bhagavathar	1	5250-8390	9190-14620	
Part-Time Tailoring Instructor	1	5250-8390	9190-14620	
Electrician Pump Driver	1	4750-7820	8960-13210	
Supervisor, Balamandir	1	4750-7820	8960-13210	
Ayah	50	4630-7000	8730-12550	
Matron Gr. II	3	4630-7000	8730-12550	
Male Attendant / Male Warden	20	4630-7000	8730-12550	
Cook	60	4630-7000	8730-12550	
Nurse	4	4630-7000	8730-12550	
Female Nursing Orderly	1	4630-7000	8730-12550	
Consultant in Psychiatry	1	1400 Fix Pay	2500 Fix Pay	
Consultant in Paediatrics	1	1400 Fix Pay	2500 Fix Pay	
Consultant in Psychology	1	1400 Fix Pay	2500 Fix Pay	
Honorary Psychiatrist	1	1400 Fix Pay	2500 Fix Pay	
Physical Education-cum-Yoga Teacher	1	1200 Honorarium	2100 Honorarium	
Part-Time Psychiatrist	1	1400 Fix Pay	2500 Fix Pay	
Part-Time Medical Officer	1	1400 Fix Pay	2500 Fix Pay	
Part-Time Psychologists	11	3000 Honorarium	5250 Honorarium	
Common Category				
Junior Superintendent	25	9190-15510	16180-27140	
Selection Grade Typist	15	8390-13270	14620-23480	Re-designated as Selection Grade
Senior Grade Typist	22	7990-12920		
Head Accountant / Head Clerk	70	8390-13270	14620-23480	
U.D .Typist	185	6680-10790	13210-20740	Re-designated as Senior Typist
U.D Clerk	203	6680-10790	13210-20740	Re-designated as Senior Clerk
Confidential Assistant	3	6080-9830	10480-17420	
L.D. Typist	122	5250-8390	9940-15380	Re-designated as Typist

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Driver Gr. II	174	5250-8390	9190-14620	
L.D. Clerk	204	5250-8390	9940-15380	Re-designated as Clerk
Clerk Typist	82	5250-8390	9940-15380	
Attender	1	4630-7000	8730-12550	
Clerical Attender	12	4630-7000	8730-12550	
Watchman/Watch Women	116	4510-6230	8500-12220	
Gardener	1	4510-6230	8500-12220	
Scavenger	2	4510-6230	8500-12220	
Class IV Employee Gr. II	303	4510- 6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Finance Officer	1	12930-20250	22360-35320	
Administrative Officer	1	12930-20250	22360-35320	
Assistant Surgeon	17	11910-19350	20740-33680	
Staff Nurse	3	8390-13270	14620-23480	
Junior Statistical Inspector	16	6080-9830	10480-17420	
Total	3699			

No. of Part-Time Contingent employees -120; No. of Women employees including Part-Time – 1673.

7.74. SOIL CONSERVATION

- 7.74.1.** The Soil Conservation Department consists of two independent units viz: the Soil Conservation unit and Soil Survey unit. This Department was formerly functioning as a unit under the Director of Agriculture. The 8th Pay Revision Commission made a recommendation to the Government to consider the formation of a full fledged separate Department for Soil Conservation work in close co-ordination with the Department of Agriculture. Government issued notification in G.O. (P) No.78/2008/AD dated 24.4.2008 framing Special Rules for the Kerala Soil Conservation Service 2008. According to the Special Rules, Soil Conservation and Soil Survey are two independent branches with various categories of Officers as follows:

Branch I- Soil Conservation

- Category 1 : Additional Director of Soil Conservation
Category 2 : Joint Director of Soil Conservation
Category 3 : Deputy Director of Soil Conservation
Category 4 : District Soil Conservation Officer/Assistant Director of Soil Conservation
Category 5 : Soil Conservation Officer/Assistant Engineer

(Soil Conservation)

Branch II- Soil Survey

Category 1	:	Additional Director (Soil Survey)
Category 2	:	Deputy Director (Soil Survey)/ Principal Soil Chemist
Category 3	:	Assistant Director (Soil Survey)/ Senior Chemist
Category 4	:	Soil Survey Officer/ Research Assistant / Cartographer/Technical Assistant

- 7.74.2.** At the State level, the Soil Conservation Branch is headed by Additional Director of Soil Conservation and Soil Survey Branch is headed by Additional Director (Soil Survey). The Soil Conservation Branch operates schemes in all districts under the District Soil Conservation Officer who is in the cadre of Assistant Director of Soil Conservation. Similarly, Soil Survey Branch has District units in all Districts with an Assistant Director as head. Based on the request made by the Assistant Directors (Soil Survey), the 8th Pay Revision Commission recommended to designate the District level functionary in the Soil Survey Branch as District Soil Survey Officer.
- 7.74.3.** Though the erstwhile Soil Conservation unit of the Agriculture Department was reconstituted as a full fledged separate Department and a common Special Rules have been framed, the two branches of the Department are still functioning as two independent entities. Whatever modification/change is made in the administrative set up in one branch, a similar change is imperative in the other branch also irrespective of the size or job requirements of each.
- 7.74.4.** As per the latest Administration Report of the Agriculture (S C Unit) Department published in 2009, the total plan expenditure for 2007-2008 under Soil Conservation was Rs.18.94 crore whereas the plan expenditure under Soil Survey during the same year was Rs.46.78 lakh only. It is worth mentioning in this context that Sri. K.V. Nambiar, former Member Secretary, State Planning Board in the Study Report 1996 on the integrative of Land Use, Soil Survey and Soil Conservation had pointed out that the function of Soil Survey and Land Use Board are related activities and hence recommended to merge the Soil Survey Unit with the State Land Use Board. The report further states that such a merger would give the Land Use Board the required ministerial support at the field level for surveys and that both the organizations would be mutually benefited.
- 7.74.5.** The Commission has examined the demands put forth by various service organizations on the above background. The representatives of the Service Organizations appeared before the Commission to argue their case for improvement in the scale of pay of various posts and promotional prospects. The Additional Director (Soil Conservation) and Additional Director (Soil Survey) were also heard. The Commission considered the demands and makes the following recommendations.

- (i) As per GO (MS) 1059/63/Agri dated 7.12.1963, sanction was accorded for the formation of the Department of Soil Conservation with the Director of Soil Conservation as Head of Department. This has virtually become extinct by the issue of Special Rules dated 24.4.2008. The Special Rules issued much later than the Government Order dated 7.12.1963 do not include the post of Director. The promotion to the posts in the Soil Conservation is directed to be made from the posts borne in the Soil Conservation Wing. The promotion to the posts borne in the branch of Soil Survey is directed to be made from the posts included in the Soil Survey Branch. From these facts, it is clear that there exists a separate Department of Soil Conservation consisting of two branches; viz. Soil Conservation and Soil Survey. Even if it is assumed that the post of Director of Soil Conservation created as per Government Order dated 07.12.1963 has not been abolished, the post has not been filled up so far. In the 8th Pay Revision Order, Soil Conservation is shown as a separate Department. In the circumstances, the Commission is unable to say as to the status of Soil Conservation Department and hence the Commission does not make any recommendations to disturb the existing position.
- (ii) The posts of Additional Director of Soil Conservation/Soil Survey may be placed in the revised scale of pay of Rs.42640-55240.
- (iii) The posts of Joint Director of Soil Conservation/Principal Soil Chemist in Soil Survey Unit may be placed in the scale of pay corresponding to Rs.20700-26600.
- (iv) One Deputy Director of Soil Conservation in the Headquarters may be upgraded as Joint Director in the scale of pay corresponding to Rs.20700-26600 for proper monitoring of State Schemes. The Deputy Director of Soil Conservation/Soil Survey may be placed in the scale of pay corresponding to Rs.16650-23200.
- (v) 20% of the posts of Assistant Directors of Soil Conservation and District Soil Conservation Officers (taken together) and 20% of the posts of Assistant Directors and Senior Chemists (taken together) in Soil Survey may be placed in the higher grade scale corresponding to Rs.13610-20700.
- (vi) Among the schedule of the posts existing in the Soil Conservation furnished by the authorities, there is no post of Field Officer for promotion of Field Assistants. But there are 3 posts of Field Officers in the Soil Survey Wing. The report of the Head of Department that all the ministerial/technical posts are common in both Soil Survey and Soil Conservation cannot be relied, in view of the circumstances

explained in Para (i) above. However, the promotion of Field Assistant as Field Officer following the existing procedure is recommended to be continued.

7.74.6. Normal revision is recommended to all other posts.

7.74.7. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Additional Director of Soil Conservation	1	23200-31150	42640-55240	
Joint Director of Soil Conservation	1	16650-23200	36140-46640	
Deputy Director of Soil Conservation	2	13610-20700	29180-40640	One post of Deputy Director in the HQ may be upgraded as Joint Director
Assistant Director	13	12250-19800	21240-34500	20% of the total posts may be placed in the scale of pay of Rs.24040-36140
District Soil Conservation Officer	14	12250-19800	21240-34500	
Assistant Engineer	14	11070-18450	20740-33680	
Soil Conservation Officer	44	11070-18450	19240-32110	
Field Assistant (Sr. Gr.)	6	8390-13270	14620-23480	
Overseer Gr. I	80	7990-12930	13900-22360	The existing 20% HG ratio discontinued
Draftsman Gr. I	32	7990-12930	13900-22360	
Field Assistant Gr. I	9	7480-11910	13210-20740	
Surveyor	86	6680-10790	11620-18740	
Draftsman Gr. II	74	6680-10790	11620-18740	
Field Assistant Gr. II	16	6080-9830	10480-17420	Grade ratio 5:3:2 among Gr. II, Gr. I and Sr. Gr. will continue.
Tracer	13	5650-8790	9940-15380	
Work Superintendent	167	5650-8790	9940-15380	
Soil Survey				
Additional Director	1	23200-31150	42640-55240	
Principal Soil Chemist	1	16650-23200	36140-46640	
Deputy Director	5	13610-20700	29180-40640	
Assistant Director	17	12250-19800	21240-34500	20% in Higher grade on Rs.24040-36140
Senior Chemist	4	12250-19800		
Soil Survey Officer	28	11070-18450	19240-32110	
Research Assistant / Technical Assistant	10	11070-18450	19240-32110	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Cartographer	1	11070-18450	19240-32110	
Field Officer	3	10790-18000	18740-31360	
Laboratory Assistant	2	6680-10790	11620-18740	
Blue Printer	1	4630-7000	8730-12550	
Laboratory Attender	5	4630-7000	8730-12550	
Common Category				
Administrative Assistant	1	12250-19800	22360-35320	
Senior Superintendent	1	10790-18000	18740-31360	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Junior Superintendent	7	9190-15510	16180-27140	
Head Clerk	16	8390-13270	14620-23480	
Selection Grade Typist	5	8390-13270	14620-23480	Re-designated as Selection Grade
Senior Grade Typist	6	7990-12930		
U.D Clerk	68	6680-10790	13210-20740	Re-designated as Senior Clerk
U.D Typist	11	6680-10790	13210-20740	Re-designated as Senior Typist
Confidential Assistant	2	6080-9830	10480-17420	
Driver Gr. I	2	5650-8790	9940-15380	
Clerk Typist	4	5250-8390	9940-15380	
Driver Gr. II	33	5250-8390	9190-14620	
L.D Clerk	65	5250-8390	9940-15380	Re-designated as Clerk
L.D Typist	13	5250-8390	9940-15380	Re-designated as Typist
Audio Visual Operator	1	4750-7820	8960-13210	
Lascar (HG)	4	4630-7000	8730-12550	
Class IV Employee Gr. I	10	4630-7000	8730-12550	
Lascar	186	4510-6230	8500-12220	
Night Watcher	1	4510-6230	8500-12220	
Class IV Employee Gr. II	68	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Administrative Officer	1	12930-20250	22360-35320	
Finance Officer	1	12930-20250	22360-35320	
Total	1157			

No. of Part-Time Contingent employees – 38; No. of employees Casual/Contract/Daily wages – 37; No. of Women employees including Part-Time – 427.

7.75. SPORTS AND YOUTH AFFAIRS

7.75.1. The Directorate of Sports and Youth Affairs was set up in 1987. This Department administers the programmes in the field of sports and games of Government of India, State Sports Council, Universities, Education Department and other Autonomous Bodies of the State. Most of the staff in the Department are on deputation from other Departments. The Director is the Head of the Department.

7.75.2. The Commission after having examined the details furnished by the Head of the Department and makes the following recommendation:

The post of Director may be placed in the scale of pay corresponding to Rs.23200-31150.

7.75.3. Normal revision is recommended to all other posts.

7.75.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
Director	1	20700-26600	40640-54140	
Sports Demonstrator	1	7990-12930	13900-22360	
Staff Nurse	1	7480-11910	13210-20740	
Martial Art Instructor	1	7480-11910	13210-20740	
Electrician	1	4750-7820	8960-13210	
Hospital Attendant Gr. II	1	4510-6230	8500-12220	
Ambulance Assistant	1	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Additional Director	1	23200-31150	40640-54140	
Finance Officer Gr. II	1	12930-20250	22360-35320	
Medical Officer	2	12250-19800	21240-34500	
Physiotherapist	2	9590-16650	16980-29180	
Common Category				
Senior Superintendent	1	10790-18000	18740-31360	
Junior Superintendent	1	9190-15510	16180-27140	
Confidential Assistant	2	6080-9830	10480-17420	
Lower Division Clerk	10	5250-8390	9940-15380	Re-designated as Clerk
Lower Division Typist	2	5250-8390	9940-15380	Re-designated as Typist
Driver	2	5250-8390	9190-14620	

Designation	No. of Posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
Class IV Employee Gr. II	2	4510-6230	8500-12220	
Total	33			

No. of Part-Time Contingent employees- 1; No. of Casual/Contract/Daily Wage employees - 5;
No. of Women employees including Part-Time - 14.

7.76. STATE ARCHIVES

- 7.76.1.** The Kerala State Archives Department gained separate identity as an independent Department in 1962. It functions as the custodian of all old records of permanent value of State Government and its various Departments. The records received from various private institutions and individuals are also kept in the Department. Major responsibilities of the State Archives include conservation, care and management of all records received in the Archives, acquire documents of historical value, to tender technical advice and assistance on record management, to attend ancillary matters such as that of archival and historical Commissions and Committees, to bring out archival publications, create archival consciousness in the State and to make available the records for administrative purposes and historical research.
- 7.76.2.** The Headquarters of the Department is at Thiruvananthapuram and the Director is the Head of the Department. Apart from the Directorate there are three Regional offices at Thiruvananthapuram (Central Archives), Ernakulam and Kozhikode.
- 7.76.3.** In G.O (Ms) No.315/84/H Edn. dated 20.11.1984 various temporary posts including that of Assistant Conservation Officer are seen created temporarily, pending orders prescribing the method of appointment etc. It was also ordered therein that the post of Assistant Conservation Officer, among other two categories of posts, would be filled up on contract basis for a period of two years. The qualification prescribed for Assistant Conservation Officer was Master's degree in Chemistry with I or II Class, Diploma of the National Archives of India, at least 8 weeks training in the National Archives in the field of Conservation of records etc. Government as per G.O (Rt.) No.24/2009/CAD dated 25.9.2009 regularized the appointment of the present incumbent in the post of Assistant Conservation Officer taking in to account of the appointment on 25.10.1990 on contract basis and that the incumbent is continuing in the post since then and there is no scope for a further employment, being over aged. The officer represented before the Commission to allow the scale of pay of gazetted post and to count entire service for pensionary benefits. The Commission examined the matter in detail and found that the post of Assistant Director of Archives is enjoying the scale of pay of Rs.12250-19800. The qualification prescribed for direct recruitment of the post is 1st or 2nd Class P.G Degree in History, which is also the essential qualification for the post of Assistant

Conservation Officer, with experience in the field of Conservation of Archival records.

7.76.4. The Commission held discussion with the Service Associations and with the Director of State Archives. After having examined all the aspects in detail and taking into account of the position explained at para 7.76.3, the following recommendations are made.

- (i) The Director may be placed in the scale of pay corresponding to Rs.20700-26600.
- (ii) The post of Assistant Director may be upgraded and placed in the scale of pay corresponding to Rs.12930-20250.
- (iii) The scale of pay corresponding to Rs.10790-18000 may be allowed to the post of Assistant Conservation Officer. As the qualification fixed for the posts of the Conservation Officer and the Assistant Conservation Officer is the same, Conservation Officer may be made the promotion post of Assistant Conservation Officer. The service of the incumbent presently holding the post of Assistant Conservation Officer may be regularized with effect from the date of initial appointment i.e.; from 25.10.90 of the incumbent. The modified enhanced scale of pay may be made applicable w. e. f. 1.7.2009.
- (iv) The total number of Menders is 18. It is the feeder category for promotion to the post of Preservation Supervisor which is five in number in the scale of Rs.8390-13270. The Menders may be sanctioned higher grade in the scale of pay corresponding to Rs.8390-13270 in the ratio of 2:1.

7.76.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	16650-23200	36140-46640	
Assistant Director	1	12250-19800	22360-35320	
Editorial Archivist	1	10790-18000	18740-31360	
Conservation Officer	1	10790-18000	18740-31360	
Archivist	4	10790-18000	18740-31360	
Superintendent	5	10790-18000	18740-31360	
Assistant Archivist Gr. I	4	9190-15510	16180-27140	
Junior Editor	1	9190-15510	16180-27140	
Editorial Assistant	1	6680-10790	11620-18720	
UDC/Assistant Archivist Gr. II	21	6680-10790	11620-18720	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Photographer	1	7480-11910	13210-20740	
Assistant Conservation Officer	3	9190-15510	18740-31360	
Preservation supervisor	5	8390-13270	14620-23480	
Mender	18	6080-9830	10480-17420	? rd of the post placed in HG on Rs.14620-23480
Binder	12	5250-8390	9190-14620	
Common Category				
Head Clerk	1	8390-13270	14620-23480	
L D Clerk	15	5250-8390	9190-14620	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	
Senior Grade Typist	1	7990-12930	14620-23480	
U D Typist	1	6680-10790	13120-20740	
L D Typist	2	5250-8390	9940-15380	
Librarian Gr. II	1	9190-15510	16180-27140	
Driver Gr. II	2	5250-8390	9190-14620	
Attender	2	4630-7000	8730-12550	
Duffedar	1	4630-7000	8730-12550	
Watchman	6	4510-6230	8500-12220	
Class IV Employee Gr. II	6	4510-6230	8500-12220	
Lascar	8	4510-6230	8500-12220	
Full Time Gardener	1	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Administrative officer	1	12930-20250	22360-35320	
Total	128			

No. of Part-Time Contingent employees-: 10; No. of Casual/Contract/Daily Wage employees - 5; No. of Women employee- including Part-Time- 27.

7.77. STATE CENTRAL LIBRARY

- 7.77.1.** The State Central Library is the foremost Library in the State, constitutes one of the Departments of Government. In G.O. (Ms)No.55/88/H.Edn. dated 09.03.1988 Government have accorded the status of Head of Department to the State Librarian. The State Central Library is working in two shifts, except on Public holidays. However, the Library is now functioning in the morning shift on Sundays.
- 7.77.2.** About 27,000 books were handed over to State Central Library by Government on winding up of the British Council Library and opened a separate division

from 30.04.2010 in State Central Library. As per the Administration Report of the State Central Library 2008-2009, the number of books in stock is 348854.

7.77.3. The Commission held discussion with Service Organisations and the State Librarian. Considering all the aspects the commission recommends as follows:

- (i) The post of State Librarian may be placed in the revised scale of pay corresponding to Rs.20700-26600.
- (ii) The post of Deputy Librarian may be placed in the revised scale of pay corresponding to Rs.16650-23200.
- (iii) The Librarian Grade I may be placed in the scale of pay corresponding Rs.12250-19800.
- (iv) The Librarian Grade II may be allowed the scale of pay corresponding to Rs.11070-18450.
- (v) The Librarian Grade III may be allowed the scale of pay corresponding to Rs.9190-15510.
- (vi) The post of Record Attender may be upgraded and placed in the revised scale of pay corresponding to Rs.4750-7820.
- (vii) The scale of pay of System Administrator may be fixed corresponding to the scale of pay of Rs.8390-13270.

7.77.4. Normal revision is recommended to all other posts.

7.77.6. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
State Librarian	1	16650-23200	36140-46640	
Deputy State Librarian	2	12250-19800	29180-40640	
Librarian Gr. I	2	11910-19350	21240-34500	
Librarian Gr. II	8	9190-15510	19240-32110	
Librarian Gr. III	11	8390-13270	16180-27140	
System Administrator	1	-	14620-23480	
Librarian Gr. IV	19	6680-10790	11620-18740	
Xerox Operator	1	5250-8390	9190-14620	
Janitor	3	4630-7000	8730-12250	
Common Category				
Administrative Assistant	1	12250-19800	22360-35320	
Junior Superintendent	1	9190-15510	16180-27140	
U.D Clerk	1	6680-10790	13210-20740	
L.D. Clerk	4	5250-8390	9940-15380	
L.D. Accountant	2	5250-8390	9940-15380	
L.D. Typist	1	5250-8390	9940-15380	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Binder Grade II	2	4750-7820	8960-13210	
Record Attender	1	4630-7000	8960-13210	
Driver Grade II	1	5250-8390	9190-14620	
Sergeant	1	6680-10790	11620-18740	
Mochee	2	4630-7000	8730-12550	
Class IV Employee Gr. II	9	4510-6230	8500-12220	
Full-Time Gardener	2	4510-6230	8500-12220	
Full-Time Scavenger-cum-Sweeper	1	4510-6230	8500-12220	
Chowkidar	2	4510-6230	8500-12220	
Night Watchman	1	4510-6230	8500-12220	
Total	81			

No. of Part-Time Contingent employees - 11; No. of Women employees including Part-Time - 41.

7.78. STATE INSURANCE

- 7.78.1.** State Insurance Department came in to existence in the erstwhile Travancore State in 1898. The Department is empowered to transact Life Insurance business of Government employees and General Insurance business of assets in which Government have substantial financial interest. Government declared the Department as commercial in 1979. A Scheme of Group Insurance for Government employees is also being undertaken by the Department.
- 7.78.2.** The Director is the Head of the Department and he is the Administrator of the Group Insurance Scheme. The Department is having District level offices in all the 14 Districts, each headed by District Insurance Officer.
- 7.78.3.** The Commission held discussion with the representatives of the Service Organisations and the Head of the Department. After careful consideration of the demands, the following recommendations are made:
- (i) The Director of State Insurance may be placed in the scale of pay corresponding to Rs.23200-31150.
 - (ii) The posts of Deputy Director may be placed in the scale of pay corresponding to Rs.13610-20700.
 - (iii) 20% of the posts of Assistant Director may be placed in the scale of pay corresponding to Rs.12930-20250.
 - (iv) 25% of posts of the Development Officer/Inspector/Accounts Officer may be placed in the scale of pay corresponding to Rs.11910-19350.
- 7.78.4.** The categories of posts with the existing and the proposed scales of pay are as given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director of Insurance	1	20700-26600	40640-54140	
Deputy Director of Insurance	3	12930-20250	24040-36140	
Assistant Director/ District Insurance Officer	17	12250-19800	21240-34500	20% in the HG on Rs.22360-35320
Development Officer/Inspector/Accounts Officer	21	10790-18000	18740-31360	25% in the HG on Rs.20740-33680
Common Category				
Junior Superintendent	25	9190-15510	16180-27140	
Fair Copy Superintendent	2	9190-15510	16180-27140	
Upper Division Clerk	76	6680-10790	13210-20740	
Lower Division Clerk	77	5250-8390	9940-15380	
Confidential Assistant	1	6080-9830	10480-17420	
Typist Selection Grade	6	8390-13270	14620-23480	
Typist Senior Grade	6	7990-12930		
Upper Division Typist	14	6680-10790	13210-20740	
Lower Division Typist	15	5250-8390	9940-15380	
Driver	1	5250-8390	9190-14620	
Clerical Assistant	1	4750-7820	8960-13210	
Attender	1	4630-7000	8730-12550	
Class IV Employee Gr. II	42	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Law Officer	1	12930-20250	22360-35320	
Total	310			

No. of Part-Time Contingent employees - 12; No. of Women employees including Part-Time -112.

7.79. STATE LOTTERIES

- 7.79.1.** The Government of Kerala have been conducting lotteries since 1967. The Department of State Lotteries is one of the non-tax revenue earning Departments. It comes under the administrative control of the Taxes Department. The Director is the Head of the Department, drawn from the IAS cadre, assisted by 1 Additional Director, 1 Joint Director and 4 Deputy Directors.
- 7.79.2.** The Commission held discussion with the representatives of the Service Organizations and the Head of the Department. Accordingly the following recommendations are made:

- (i) The scale of pay of Additional Director may be enhanced to the corresponding scale of Rs.23200-31150.
- (ii) The scale of pay of Joint Director may be enhanced to the corresponding scale of Rs.20700-26600.
- (iii) The scale of pay of Deputy Director may be enhanced to the corresponding scale of Rs.13610-20700.
- (iv) The scale of pay of Cashier may be enhanced to the corresponding scale of Rs.8390-13270.
- (v) Government may consider whether the activities of the Lotteries Department could be extended upto the Taluk level in order to augment the revenue.

7.79.3. The categories of posts with the existing and the proposed scale of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	IAS		
Additional Director	1	20700-26600	40640-54140	
Joint Director	1	16650-23200	36140-46640	
Deputy Director	4	12930-20250	24040-36140	
District Lottery officer	18	12250-19800	21240-34500	
Assistant District Lottery officer	19	10790-18000	18740-31360	
Attender cum Packer	20	4630-7000	8730-12550	
Common Category				
Senior Superintendent	3	10790-18000	18740-31360	
Junior Superintendent	28	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Confidential Assistant	1	6080-9830	10480-17420	
Head Clerk	5	8390-13270	14620-23480	
Cashier	1	6680-10790	14620-23480	
U D Clerk	100	6680-10790	13210-20740	
L D Clerk	98	5250-8390	9940-15380	
Selection Grade Typist	5	8390-13270	14620-23480	
Senior Grade Typist	5	7990-12930		
U D Typist	9	6680-10790	13210-20740	
L D Typist	11	5250-8390	9940-15380	
Driver	2	5250-8390	9190-14620	
Binder	1	4750-7820	8960-13210	
Class IV Employees Gr. II	68	4510-6230	8500-12220	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Posts held by personnel of other Departments				
Finance Officer	1	12930-20250	22360-35320	
Publicity Officer	1	12930-20250	22360-35320	
Accounts Officer(IA)	1	-		Deputation from AG's Office
Sr. Auditor	2	-		Deputation from AG's Office
Total	407			

No. of Part-Time Contingent employees - 13; No. of Casual/Contract/Daily Waged employees - 33; No. of Women employees - 152.

7.80. STATE PLANNING BOARD

7.80.1. The State Planning Board helps the State Government in the formulation of Five Year Plan, Annual Plan, assessment of financial resources and generally advises the State Government on matters of economic policies. The Board provides a comprehensive database of programmes and evaluates Projects/Schemes which are implemented by Government. The Chairman of the Board is the Chief Minister, Vice-Chairman is appointed by the Government and is in the status of a Cabinet Minister.

7.80.2. The Commission held discussion with the Service Organisations and makes the following recommendations:

- (i) The post of Research Officer may be enhanced to the corresponding scale of pay of Rs.11910-19350.
- (ii) The post of Joint Director (Selection Grade) may be placed in the scale of pay corresponding to Rs.23200-31150.
- (iii) The post of Joint Director may be placed in the scale of pay corresponding to Rs.20700-26600.
- (iv) The Chiefs may continue to be placed in the scale of pay corresponding to Rs.25400-33100. Special Allowance @ Rs.500 per mensem may be allowed to the post of Chief.
- (v) In the 2004 Pay Revision corresponding pay scale was allowed to the post of Plan Publicity Officer. Hence no enhancement is recommended. This recommendation is made after considering the representation of the present incumbent in the light of the direction of the Hon'ble High Court in WP(C) No.19866/2010 (G) dated, 12.7.2010 and also in the light of the available materials.
- (vi) The post of Agronomist may be placed in the revised scale of pay of Rs.32110-44640.

7.80.3. Normal revision is recommended to all other posts.

7.80.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Member Secretary	1	IAS		
Chief (Plan Co-ordination Division)	1	25400-33100	44640-56340	
Chief (Agriculture Division)	1	25400-33100	44640-56340	
Chief (Industry & Infrastructure Division)	1	25400-33100	44640-56340	
Chief (Social Service Division)	1	25400-33100	44640-56340	
Chief (Evaluation Division)	1	25400-33100	44640-56340	
Chief (Perspective Planning Division)	1	25400-33100	44640-56340	
Chief (Decentralized Planning Division)	1	25400-33100	44640-56340	
Joint Director Sel. Gr.	4	20700-26600	40640-58640	
Joint Director/ District Planning Officer	17	16650-23200	36140-46640	
Agronomist	1	16650-23200	32110-44640	
Deputy Director/Deputy District Planning Officer	19	13610-20700	24040-36140	
Plan Publicity Officer	1	13610-20700	24040-36140	
Programmer	1	13610-20700	24040-36140	
Librarian Sr. Gr.	1	12930-20250	22360-35320	
Assistant Programmer	1	12250-19800	21240-34500	
Assistant Director/Assistant District Planning Officer	28	12250-19800	21240-34500	
Publication Officer	1	12250-19800	21240-34500	
Research Officer	40	11070-18450	20740-33680	
Personal Assistant	2	11070-18450	19240-32110	
Research Assistant	57	10790-18000	18740-31360	
Draftsman	2	7480-11910	13210-20740	
Telephone Operator	1	5250-8390	9190-14620	
Common Category				
Administrative Assistant	1	12250-19800	22360-35320	
Confidential Assistant (Sel. Gr.)	6	11070-18450	19240-32110	
Confidential Assistant (Sr. Gr.)	6	9190-15510	16180-27140	
Confidential Assistant Gr. I	6	7990-12930	13900-22360	
Confidential Assistant Gr. II	9	6080-9830	10480-17420	
Sr. Superintendent	2	10790-18000	18740-31360	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Junior Superintendent	16	9190-15510	16180-27140	
Fair Copy Superintendent	2	9190-15510	16180-27140	
Head Clerk	1	8390-13270	14620-23480	
Typist (Sel. Gr.)	6	8390-13270	14620-23480	
Typist (Sr. Gr.)	6	7990-12930		
U.D Typist	14	6680-10790	13210-20740	
L.D Typist	14	5250-8390	9940-15380	
U.D Clerk	22	6680-10790	13210-20740	
L.D. Clerk	22	5250-8390	9940-15380	
Driver (Sr. Gr.)	4	6680-10790	11620-18740	
Driver Gr. I	8	6080-9830	10480-17420	
Driver Gr. II	9	5250-8390	9190-14620	
Duffedar (HG)	1	4750-7820	8960-13210	
Clerical Attender	1	4750-7820	8960-13210	
Attender Gr. I	1	4750-7820	8960-13210	
Class IV Employee Gr. I	21	4630-7000	8730-12550	
Class IV Employee Gr. II	22	4510-6230	8500-12220	
Roneo Operator	1	4630-7000	8730-12550	
Attender Gr. II	2	4630-7000	8730-12550	
Night Watchman	2	4510-6230	8500-12220	
Full Time Sanitation Worker	1	4510-6230	8500-12220	
Personal Staff of Vice Chairman				
Special Private Secretary	1	20700-26600	40640-54140	
Private Secretary	2	12930-20250	22360-35320	
Additional Private Secretary	1	11910-19350	20740-33680	
Personal Assistant	2	11070-18450	19240-32110	
Technical Assistant	5	10790-18000	18740-31360	
Driver	2	5250-8390	9190-14620	
Cook	1	4510-6230	8500-12220	
Class IV Employee Gr. II	2	4510-6230	8500-12220	
Security Staff	1	4510-6230	8500-12220	
Posts held by the personnel of other Departments				
Senior Administrative Officer	1	23200-31150	40640-54140	
Librarian Gr. IV	1	6680-10790	11620-18740	
Total	409			

No. of Part-Time employees - 26; No. of Women employees including Part-Time – 151.

7.81. STATE WATER TRANSPORT

7.81.1. The State Water Transport Department was formed in June 1968 as a successor of the former Kerala Water Transport Corporation and the Inland Water Transport Service. The Department conducts about 50 passenger boat services across seven Districts i.e; Alappuzha, Kollam, Pathanamthitta, Ernakulam, Kottayam, Kannur and Kasaragod. It has started tourism service also. The Director is the Head of Department with Headquarters at Alappuzha and has three wings, Operating Wing, Management Wing, and Repair and Maintenance Wing headed by a Traffic Superintendent, Administrative Assistant and Mechanical Engineer respectively.

7.81.2. The Commission held discussion with the Head of the Department and the Service Organisations. After considering all the demands, the Commission recommends as follows:

- (i) The Director may be placed in the scale of pay corresponding to Rs.20700-26600.
- (ii) The post of Boat Master may be placed in the scale of pay corresponding to Rs.6080-9830.
- (iii) The post of Assistant Carpentry Maistry may be placed in the scale of pay corresponding to Rs.5650-8790.
- (iv) The post of Store Keeper may be placed in the scale of pay corresponding to Rs.8390-13270.
- (v) The running bata, stay bata and Special Festival bata may be enhanced @ Rs.2.50, Rs.2.50 and Rs.5.00 per hour respectively.
- (vi) Tool Kit Allowance may be enhanced to Rs.30 p.m.
- (vii) Footwear Allowance may be fixed at Rs.200 per annum.
- (viii) Uniform Allowance may be introduced.
- (ix) Risk Allowance may be extended to all running staff.

7.81.3. Normal revision is recommended to all other posts.

7.81.4. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	16650-23200	36140-46640	
Operating Wing				
Traffic Superintendent	2	10790-18000	18740-31360	
Assistant Traffic Superintendent	2	9190-15510	16180-27140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Station Master Grade I	2	7990-12930	13900-22360	
Checking Inspector Grade I	2	7990-12930	13900-22360	
Checking Inspector Grade II	10	7480-11910	13210-20740	Two posts will be placed in the Gr. I
Station Master Grade II	20	6680-10790	11620-18740	Ratio between Gr. I and Gr. II posts will be 1:4
Upper Division Cashier	4	6680-10790	13210-20740	
Checker	20	6680-10790	11620-18740	
Boat Master	160	5650-8790	10480-17420	
Syrang	160	5650-8790	9940-15380	
Boat Driver	160	5650-8790	9940-15380	
L.D Cashier	5	5250-8390	9940-15380	
Lascar Grade I	350	5250-8390	9190-14620	
Lascar Grade II		4750-7820	8960-13210	
Repair & Maintenance Wing				
Mechanical Engineer	1	13610-20700	24040-36140	
Works Manager	1	12250-19800	21240-34500	
Assistant Works Manager	1	10790-18000	18740-31360	
Foreman	2	8390-13270	14620-23480	
Chargeman	4	7990-12930	13900-22360	
Smithy Chargeman	1	7990-12930	13900-22360	
Store Keeper	1	7990-12930	14620-23480	
Mechanic	8	7480-11910	13210-20740	
Time Keeper	1	6680-10790	11620-18740	
Chargeman(Carpenter)	2	6680-10790	11620-18740	
Fitter Grade I	3	6680-10790	11620-18740	
Blacksmith Grade I	1	6680-10790	11620-18740	
Armature Winder	1	5650-8790	9940-15380	
Moulder	1	5650-8790	9940-15380	
Pattern Maker	1	5650-8790	9940-15380	
Assistant Carpentry Maistry	1	5250-8390	9940-15380	
Chargeman (Caulker)	2	5250-8390	9190-14620	
Fitter Grade II	11	5250-8390	9190-14620	
Pump Operator	8	5250-8390	9190-14620	
Assistant Store Keeper	1	5250-8390	9190-14620	
Blacksmith Grade II	5	5250-8390	9190-14620	
Battery Charger	1	5250-8390	9190-14620	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Upholsterer	3	5250-8390	9190-14620	
Carpenter	28	5250-8390	9190-14620	
Electrician	4	5250-8390	9190-14620	
Welder	1	5250-8390	9190-14620	
Turner	2	5250-8390	9190-14620	
Machinist	1	5250-8390	9190-14620	
Caulker	15	4750-7820	8960-13210	
Painter	3	4750-7820	8960-13210	
Cooly Worker	3	4510-6230	8500-12220	
Oil Supplier	2	2300 + DA	4000 + DA	
<i>Common Category</i>				
Administrative Assistant	1	12250-19800	22360-35320	
Senior Superintendent	5	10790-18000	18740-31360	
Junior Superintendent	7	9190-15510	16180-27140	
Head Clerk	1	8390-13270	14620-23480	
Selection Grade Typist	1	8390-13270	14620-23480	Re-designated as Typist Selection Grade.
Senior Grade Typist	1	7990-12930		
Upper Division Clerk	24	6680-10790	13210-20740	
Upper Division Typist	2	6680-10790	13210-20740	
Confidential Assistant	1	6080-9830	10480-17420	
Lower Division Clerk	26	5250-8390	9940-15380	
Lower Division Typist	2	5250-8390	9940-15380	
Driver	1	5250-8390	9190-14620	
Class IV Employee Gr. II	22	4510-6230	8500-12220	
Watchman	6	4510-6230	8500-12220	
Full-Time Sweeper	1	4510-6230	8500-12220	
<i>Posts held by personnel of other Departments</i>				
Finance Officer	1	12930-20250	22360-35320	
Total	1120			

No. of Part-Time Contingent employees – 14; No. of Casual/Contract/ Daily Waged employees- 4;
No. of Women Employees including Part-Time – 37

7.82. STATIONERY

7.82.1. The Stationery Department was bifurcated from Printing and Stationery Department in 1992. Controller of Stationery is the Head of the Department. This department is the centralized agency for the purchase and supply of stationery articles and office machinery to all Government Departments and is

also entrusted with maintenance of office machinery. There are four Regional Offices functioning at Thiruvananthapuram, Ernakulam ,Kozhikode and Shoranur.

7.82.2. The Commission held discussion with the Service Organisations and the Head of the Department. After careful consideration of all the aspects, the Commission makes the following recommendations:

- (i) The post of Controller of Stationery may be placed in the scale of pay corresponding to Rs.23200-31150.
- (ii) The post of Deputy Controller of Stationery may be placed in the scale of pay corresponding to Rs.13610-20700.
- (iii) The District Stationery Officer/Senior Superintendent/Chief Storekeeper and Inspector of Stationery are interchangeable posts. These posts may be taken together and 25% may be placed on higher grade in the scale of pay corresponding to Rs.12250-19800.
- (iv) The post of Assistant Controller of Stationery may be placed in the scale corresponding to Rs.12930-20250.
- (v) There are no District Office in four Districts (Thiruvananthapuram, Ernakulam, Palakkad and Kozhikode) where Regional Offices are functioning. It has been represented before the Commission that the staff pattern of offices is not the same in all Regional Offices. There is no post of Junior Superintendent in the Regional Offices at Shoranur (Palakkad District). The Commission recommends that post of Junior Superintendent shall be sanctioned in the Regional Office at Shoranur, so as to maintain uniform staff pattern in all the Regional Offices.
- (vi) There are two Inspectors of Stationery in the Regional office at Thiruvananthapuram. Out of the two Inspectors of Stationery, one Inspector of Stationery has been deployed for the Government Secretariat. One Inspector of Stationery cannot carry out effective inspection of the offices of the Head of the Department and other offices in Thiruvananthapuram. The Commission recommends for the creation of a post of Inspector of Stationery in the Regional Office of Stationery at Thiruvananthapuram.
- (vii) In the District Offices one of the Clerks is designated as Assistant Store Keeper and may be assigned duties of Store Keeper. It has been brought to the notice of the Commission that the remaining Clerk will find it difficult to carry on the works in the District Office smoothly. Hence, the Government may consider creation of an additional post of LD Clerk in the District Offices.

7.82.3. Normal revision is recommended to all other posts.

7.82.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Controller	1	20700-26600	40640-54140	
Deputy Controller	2	12930-20250	24040-36140	
Assistant Controller	4	12250-19800	22360-35320	
Inspector of Stationery	14	10790-18000	18740-31360	For assigning HG @ 25% on Rs.21240-34500 for these posts, number of posts of Senior Superintendent will also be reckoned.
Chief Store Keeper/District Stationery Officer	11	10790-18000	18740-31360	
Chief Foreman	1	10790-18000	18740-31360	
Mechanical Foreman	1	9190-15510	16180-27140	
Assistant Foreman	3	8790-13610	15380-24040	
Mechanic HG	11	7990-12930	13900-22360	
Mechanic Gr. I	3	6680-10790	11620-18740	
Assistant Store Keeper UD	6	6680-10790	11620-18740	
Assistant Store Keeper LD	14	5250-8390	9190-14620	
Packer/Store Assistant/Store Attender	28	4630-7000	8730-12550	
Common Category				
Senior Superintendent	2	10790-18000	18740-31360	
Junior Superintendent	9	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Head Clerk	3	8390-13270	14620-23480	
Selection Grade Typist	1	8390-13270	14620-23480	
Senior Grade Typist	1	7990-12930		
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
U.D Clerk	37	6680-10790	13210-20740	
U.D Typist	4	6680-10790	13210-20740	
L.D Clerk	29	5250-8390	9940-15380	
L.D Typist	4	5250-8390	9940-15380	
Clerk Typist	2	5250-8390	9940-15380	
Driver HDV	1	5250-8390	9190-14620	
Driver LDV	1	5250-8390	9190-14620	
Binder	1	4750-7820	8960-13210	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Clerical Attender	4	4630-7000	8730-12550	
Duffedar	1	4630-7000	8730-12550	
Class IV Employee Gr. II	23	4510-6230	8500-12220	
Watcher/Night Watcher/ Watchman	7	4510-6230	8500-12220	
Full Time Sweeper	1	4510-6230	8500-12220	
Watcher-cum-Sweeper	1	4510-6230	8500-12220	
Night Watcher cum Sweeper	14	4510-6230	8500-12220	
Total	247			

No. of Part-Time Contingent employees - 3; No. of Women employees including Part-Time - 72;

7.83. SURVEY & LAND RECORDS

7.83.1. The present Survey & Land Records Department was formed by integrating the Staff allotted from the former Madras State, Cochin State and Travancore State under a Director of Survey & Land Records from 1.11.1956. The Department is entrusted with the conduct of Survey of the entire State and to prepare survey records. Now this Department is engaged in the modernization process for fully automated survey with the help of modern equipment and software. The Director is the Head of the Department who is drawn from the IAS cadre.

7.83.2. The Commission held discussion with the Service Associations and the Head of the Department and accordingly makes the following recommendations:

- (i) The demand for integration of the posts of Surveyor and Draftsman is not recommended as the mode of recruitment to these posts is separate and different.
- (ii) The post of Additional Director and Joint Director may be allowed the scales of pay corresponding to Rs.23200-31150 and Rs.20700-26600 respectively. The post of Deputy Director (Senior Grade) may be allowed the revised scale of pay of Rs.32110-44640.
- (iii) The existing ratio between Head Surveyor/Head Draftsman and Surveyor/Draftsman may be revised as 1:6 from the existing 1:8.

7.83.3. Normal revision is recommended to all other posts.

7.83.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1			IAS
Additional Director	1	20700-26600 + 240 SP	40640-54140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Joint Director	2	16650-23200 + 120 SP	36140-46640	
Deputy Director (Sr. Grade)	3	16650-23200	32110-44640	
Deputy Director	12	12930-20250	22360-35320	20% of the posts will be in HG.
Assistant Director	20	12250-19800	21240-34500	
Technical Asst. (HG)	4	11910-19350	20740-33680	
Technical Assistant	15	10790-18000	18740-31360	20% of the posts will be in HG.
Superintendent Survey & Land Records (HG)	13	11910-19350	20740-33680	
Superintendent Survey & Land Records	52	10790-18000	18740-31360	20% of the posts will be in HG.
Head Surveyor	205	9590-16650	16980-29180	Ratio between Head Surveyor & Surveyor will be 1:6.
Head Draftsman	102	9590-16650	16980-29180	Ratio between Head Draftsman & Draftsman will be 1:6.
Printing Expert	1	8390-13270	14620-23480	
Photographer	1	8390-13270	14620-23480	
First Grade Draftsman	437	7990-12930	13900-22360	
First Grade Surveyor	714	7990-12930	13900-22360	
Second Grade Draftsman	437	6680-10790	11620-18740	
Second Grade Surveyor	714	6680-10790	11620-18740	
Cutter	1	6080-9830	10480-17420	
Tracer	19	5650-8790	9940-15380	
Binder	42	4750-7820	8960-13210	
Printer	3	4750-7820	8960-13210	
Attender (Plate Cleaning)	2	4750-7820	8960-13210	
Attender (Plate Graining)	2	4750-7820	8960-13210	
Pressman	3	4630-7000	8730-12550	
Chainman	42	4510-6230	8500-12220	
Common Category				
Driver	19	5250-8390	9190-14620	
Night Guard	1	4510-6230	8500-12220	
Posts held by personnel of other Departments				
Finance Officer	1	12930-20250	22360-35320	
Assistant Secretary (Deputy Collector)	1	12930-20250	22360-35320	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Senior Superintendent	2	10790-18000	18740-31360	
Manager (Junior Superintendent)	3	9190-15510	16180-27140	
Junior Superintendent	17	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Senior Grade Typist	7	7990-12930	14620-23480	Re-designated as Selection Grade Typist on Rs.14620-23480
Confidential Assistant Gr. I	2	7990-12930	13900-22360	
Head Accountant	1	8390-13270	14620-23480	
Head Clerk	29	8390-13270	14620-23480	
U D Clerk	93	6680-10790	13210-20740	
U D Typist	19	6680-10790	13210-20740	
Confidential Assistant Gr. II	2	6080-9830	10480-17420	
L D Clerk	132	5250-8390	9940-15380	
L D Typist	41	5250-8390	9940-15380	
Attender	38	4630-7000	8730-12550	
Class IV Employee Gr. II	216	4510-6230	8500-12220	
Total	3473			

No. of Part-Time Contingent employees - 47; No. of Casual/Contract/Daily Waged employees - 50; No. of Women employees including Part-Time - 982.

7.84. TOURISM

- 7.84.1.** The Department of Tourism is the Government agency for promotion of Tourism in Kerala. It is engaged in the development of infrastructure facilities in the tourist centres, nourishment of traditional art forms and festivals and conservation of traditional monuments. It provides publicity for Kerala Tourism at National and International level and hospitality service on behalf of Government of Kerala. It also functions as an Estate Office so far as the accommodation and conveyance of VIPs like Ministers are concerned. 29 Guest Houses/ Yathri Nivases and other allied establishments like Tourist Information Centres are maintained by the Department. The Department is headed by the Director (IAS Cadre) and supported by two Additional Directors. There is also a Director (Eco-Tourism) in the cadre of IFS.
- 7.84.2.** The Commission held discussion with various Service Organisations and the Head of the Department. After considering the various demands, the Commission recommends as follows:
- 7.84.3.** The following posts may be placed in the scale of pay corresponding to the revised scale of pay shown against each.

(i) Additional Director (Hospitality)	Rs.23200-31150
(ii) Joint Director	Rs.20700-26600
(iii) Deputy Director	Rs.13610-20700
(iv) Information Assistant	Rs.8390-13270

7.84.4. The question of regularization of the appointment of Life Guards may be decided by the Government by making suitable amendment to Special Rules. The daily wage is being given now to Life Guards may suitably be enhanced for the time being.

7.84.5. Normal revision is recommended to all other categories.

7.84.6. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	IAS		
Director (Eco Tourism)	1	IFS		
Additional Director (General)	1	IAS		
Additional Director(Hospitality)	1	20700-26600	40640-54140	
Joint Director	3	16650-23200	36140-46640	
Deputy Director	13	12930-20250	24040-36140	
Manager Gr. I	14	10790-18000	18740-31360	50% of the posts will be in HG on Rs.20740-33680.
Assistant Planning Officer	1	10790-18000	18740-31360	
Tourist Information Officer	10	10790-18000	18740-31360	
Personal Assistant to the Director	1	10790-18000	18740-31360	
Inspecting Officer	1	10790-18000	18740-31360	
Superintendent, Kanakakkunnu Palace	1	10790-18000	18740-31360	
Manager Gr. II	5	7990-12930	13900-22360	
Information Assistant	35	7990-12930	14620-23480	
Head Chauffeur	4	7480-11910	13210-20740	
Manager Gr. III	10	6680-10790	11620-18740	
Telephone Operator HG	9	6680-10790	11620-18740	The ratio between Higher Grade and Lower Grade will be 1:1.
Chauffeur Gr. I	45	6680-10790	11620-18740	The ratio between Gr. I and Gr. II posts will be 1:1.
Telephone Operator	9	5250-8390	9190-14620	
Steward	15	5250-8390	9190-14620	
Electrician	1	5250-8390	9190-14620	
Mechanic	1	5250-8390	9190-14620	
Garden Supervisor	2	5250-8390	9190-14620	
AC Mechanic	1	5250-8390	9190-14620	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Chauffeur Gr. II	45	5250-8390	9190-14620	
Caretaker	1	4750-7820	8960-13210	
Butler	11	4750-7820	8960-13210	
Plumber	1	4750-7820	8960-13210	
Cook	43	4630-7000	8730-12250	
Gardener	12	4630-7000	8730-12250	
Hospitality Assistant	122	4630-7000	8730-12250	
<i>Common category</i>				
Senior Superintendent	5	10790-18000	18740-31360	
Junior Superintendent	3	9190-15510	16180-27140	
Head Clerk	3	8390-13270	14620-23480	
UD Clerk	28	6680-10790	13210-20740	
Confidential Assistant Gr. II	2	6080-9830	10480-17420	
LD Clerk	18	5250-8390	9940-15380	
Clerk-Typist	10	5250-8390	9940-15380	
Peon	19	4510-6230	8500-12220	
Watcher	34	4510-6230	8500-12220	
Lascar	65	4510-6230	8500-12220	
Kitchen Matey	25	4510-6230	8500-12220	
Sweeper, Sanitation Worker	94	4510-6230	8500-12220	
Car Cleaner	6	4510-6230	8500-12220	
Masalchi	1	4510-6230	8500-12220	
<i>Posts held by the personnel of other Departments</i>				
Sr. Administrative Officer	1	20700-26600	36140-46640	
Sr. Finance Officer	1	20700-26600	36140-46640	
Assistant Executive Engineer (Mechanical)	1	12250-19800	21240-34500	
Planning Officer	1	11070-18450	19240-32110	
Research Officer	1	11070-18450	19240-32110	
Statistical Assistant Gr. I	1	6680-10790	13900-22360	
Statistical Assistant Gr. II	1	5250-8390	11620-18740	
Total	740			

No. of Part-Time Contingent employees - 14; No. of Contract/Daily Waged employees - 122; No. of Women employees including Part-Time - 146.

7.85. TOWN AND COUNTRY PLANNING

- 7.85.1.** The Department of Town and Country Planning functions under the administrative control of the Local Self Government Department. It prepare master plan for the development of various regions in Urban/Rural areas, Places of special interest and advise Government on the development work of

Urban/Rural areas and also gives necessary guidelines to the local bodies in Town Planning.

7.85.2. The Chief Town Planner is the Head of Department. Three Regional Town Planning Offices at Thiruvananthapuram, Kochi and Kozhikode and 11 District Town Planning Offices are functioning under the Department. A statistical wing has been attached to the Town Planning Department under the control of Deputy Director (Statistics) and the General Administration of the Department is vested with an Administrative Officer.

7.85.3. After careful consideration of various demands/suggestions put forth by Service Organisations and the Head of the Department, the Commission makes the following recommendations:

- (i) The post of Chief Town Planner may be placed in the revised scale of pay of Rs.48640-59840. The post of Senior Town Planner may be upgraded and placed in the scale of pay corresponding to Rs.25400-33100.
- (ii) The post of Town Planner Higher Grade may be placed in the scale of pay corresponding to Rs.23200-31150.
- (iii) The post of Town Planner may be placed in the scale of pay corresponding to Rs.20700-26600.
- (iv) The post of Photographer-cum-Commercial Artist may be placed in the scale of pay corresponding to Rs.9190-15510.

7.85.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Chief Town Planner	1	26600-33750	48640-59840	
Senior Town Planner	7	23200-31150	44640-56340	25% of the posts will be on H.G 1/3 rd of the posts will be in the HG.
Town Planner(HG)	4	20700-26600	40640-54140	
Town Planner	13	16650-23200	36140-46640	
Deputy Town Planner (HG)	2	13610-20700	24040-36140	
Deputy Town Planner	20	12250-19800	21240-34500	
Assistant Town Planner	41	11070-18450	20740-33680	
Photographer-cum-Commercial Artist	1	8790-13610	16180-27140	
Artist	3	7480-11910	13210-20740	
Draftsman Gr. I/ Town Planning Surveyor Gr. I	53	7990-12930	13900-22360	TBHG scale of pay will be applicable as in PWD, Irrigation etc.
Draftsman Gr. II/ Town Planning Surveyor Gr. II	47	6680-10790	11620-18740	Existing ratio of 1:1 between Gr. I & Gr. II

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
				will be continued.
Tracer	15	5650-8790	9940-15380	
Blue Printer	13	4630-7000	8730-12550	
Common Category				
Administrative Assistant	1	12250-19800	22360-35320	
Senior Superintendent	3	10790-18000	18740-31360	
Junior Superintendent	8	9190-15510	16180-27140	
Head Clerk	7	8390-13270	14620-23480	
U.D Clerk	35	6680-10790	13210-20740	
LD Clerk	35	5250-8390	9940-15380	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Selection Grade Typist	4	8390-13270	14620-23480	
Senior Grade Typist	4	7990-12930		
U.D. Typist	8	6680-10790	13210-20740	
LD Typist	9	5250-8390	9940-15380	
Confidential Assistant (Sel. Gr.)	1	11070-18450	19240-32110	
Confidential Assistant Sr. Gr.	1	9190-15510	16180-27140	
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
Confidential Assistant Gr. II	2	6080-9830	10480-17420	
Driver Sr. Gr.	1	6680-10790	11620-18740	
Driver Gr. I	2	6080-9830	10480-17420	
Driver Gr. II	3	5250-8390	9190-14620	
Binder Gr. II	1	4750-7820	8960-13210	
Malayalam Translator	1	7990-12930	13900-22360	
Duffedar	1	5250-8390	9190-14620	
Chainman (HG)	96	4630-7000	8730-12550	
Chainman		4510-6230	8500-12220	
Class IV Employee Gr. I	43	4630-7000	8730-12550	
Class IV Employee Gr. II		4510-6230	8500-12220	
Watchman (HG)	9	4630-7000	8730-12550	
Watchman		4510-6230	8500-12220	
Posts held by personnel of the other Departments				
Deputy Director (Statistics)	1	13610-20700	24040-36140	
Administrative Officer	1	12930-20250	22360-35320	
Assistant Director	1	12250-19800	21240-34500	
Research Officer	2	11070-18450	19240-32110	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Statistical Inspector/Research Assistant (HG)		10790-18000	18740-31360	
Statistical Inspector/Research Assistant	6	8390-13270	14620-23480	
Investigator (HG)	1	8390-13270	14620-23480	
Statistical Assistant Gr. I	13	6680-10790	13900-22360	
LD Investigator/Statistical Assistant Gr. II	11	5250-8390	11620-18740	
Total	535			

No. of Part-Time Contingent employees - 16; No. of Casual/Contract/Daily Waged employees - 24;
No. of Women employees including Part-Time - 158.

7.86. TREASURIES

- 7.86.1.** The Department of Treasuries was formed in 1963 under the overall control of the Director of Treasuries. This Department handles all receipts and payments on behalf of Government and quasi-Government bodies and maintains the accounts relating to such receipts and payments. Besides the Directorate at Thiruvananthapuram, there are 3 Regional Offices headed by Deputy Directors at Kottayam, Thrissur and Kozhikode. There are also 14 District Treasuries, 9 Rural District Treasuries, 175 Sub-Treasuries, 7 Pension Treasuries, 12 Stamp Depots and 4 Check Post Treasuries. This Department has over the years, stabilized its operations and has kept pace with the expansion in financial activities of Government. At present almost all the Treasuries have been computerized.
- 7.86.2.** The Commission held discussion with representatives of various Service Organisations and with the Head of the Department. Accordingly the following recommendations are made:
- (i) The posts of Director and the Joint Director may be placed in the scales of pay corresponding to Rs.25400-33100 and Rs.20700-26600 respectively.
 - (ii) The post of Deputy Director may be placed in the scale of pay corresponding to Rs.16650-23200.
 - (iii) It has been brought to the notice of the Commission that there are no Junior Superintendent in some of the Sub Treasuries of the Department. It is recommended that the post of Selection Grade Accountant in those Treasuries may be upgraded to that of Junior Superintendent.

- (iv) The Commission recommends to upgrade the post of Stamp Depot Officer to that of ADTO and place in the scale of pay corresponding to Rs.12250-19800.
- (v) The Commission recommends to sanction special allowance @ Rs.200/- per month to Tellers.

7.86.3. Normal revision is recommended to all other categories.

7.86.4. The categories of posts with the existing and proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	23200-31150	44640-56340	
Joint Director	2	16650-23200	36140-46640	
Deputy Director	4	13610-20700	29180-40640	
Assistant Director	1	12930-20250	22360-35320	
District Treasury Officer	23	12930-20250	22360-35320	
Assistant District Treasury Officer	23	12250-19800	21240-34500	
Stamp Depot Officer	12	10790-18000	21240-34500	
Sub Treasury Officer	181	10790-18000	18740-31360	25% of the posts of Sub-Treasury Officer / Assistant Treasury Officer/ and Senior Superintendent (all taken together) will be placed on higher scale of Rs.20740-33680.
Assistant Treasury Officer	21	10790-18000	18740-31360	
SB Passing Officer	317	9190-15510	16180-27140	
Accountant Sel. Gr.	180	8390-13270	14620-23480	The existing ratio of 5:5:1 among Junior Accountant, Senior Accountant and Accountant (Sel. Gr.) will continue.
Senior Accountant	856	6680-10790	13210-20740	
Junior Accountant	856	5250-8390	9940-15380	
Treasurer	305			The Selection Grade Accountant/Senior Grade Accountant posted in future as Treasurer will draw cadre pay and usual allowance. Present incumbents holding the post of Treasurer will be eligible for the revised scale of Rs.13210-20740.
Stamp Examiner	18	4750-7820	8960-13210	
Common Category				
Senior Superintendent	12	10790-18000	18740-31360	
Confidential Assistant Sr. Gr.	1	9190-15510	16180-27140	
Fair copy Superintendent	1	9190-15510	16180-27140	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Confidential Assistant Gr. II	1	6080-9830	10480-17420	
Driver Gr. I	8	6080-9830	10480-17420	
Driver Gr. II		5250-8390	9190-14620	
Typist	70	5250-8390	9940-15380	
Attender	38	4750-7820	8960-13210	
Binder	25	4750-7820	8960-13210	
Duffedar	1	4510-7480	8500-12220	
Full Time Watchman	1	4510-6230	8500-12220	
Class IV Employee Gr. II	482	4510-6230	8500-12220	
Total	3440			

No. of Part-Time Contingent employees -210; No. of Casual /Contract/Daily Waged employees -22;
No. of Women employees including Part-Time-1139.

7.87. URBAN AFFAIRS

- 7.87.1.** The Department of Urban Affairs (formerly Department of Municipal Administration) was formed in 1962 bifurcating erstwhile Local Bodies Department into the Departments of Municipalities and Panchayats. The Department is concerned with the direction, control and supervision of administration of 'Urban Local Self Government Institutions' viz. Municipal Corporations and Municipalities in the State. At present there are 5 Municipal Corporations and 60 Municipalities in the State. The Department plays a crucial role in the fair and proper implementation of the provisions of Kerala Municipalities Act 1994 and the allied Acts and Rules through out the urban areas coming under the Jurisdiction of these LSGIs.
- 7.87.2.** Director of Urban Affairs is the Head of the Department. The Department has three Regional Offices at Kollam, Kochi and Kozhikode. With the devolution of powers and funds to the Local Self Governments, the duties, functions and responsibilities of the Department have increased.
- 7.87.3.** The Commission held discussion with the Service Organisations and makes the following recommendations:
- (i) The post of Director may be placed in revised scale of pay of Rs.42640-55240. The posts of Joint Director (Administration)/Regional Joint Director/Joint Director (Health) and Corporation Secretary may be placed in the scale of pay corresponding to Rs.23200-31150 and Rs.20700-26600 respectively.
 - (ii) The post of Corporation Additional Secretary created as per G.O(Ms) No.255/08/LSGD dated 15.09.2008 may be placed in the scale of pay corresponding to Rs.20700-26600. Since the

Corporation Secretary and the Additional Corporation Secretary are in the same scale of pay, the Additional Corporation Secretary shall be assigned functions in such a way to relieve the Corporation Secretary from some of his non-statutory functions.

- (iii) The scale of pay of Municipal Secretary Grade I may be enhanced to Rs.16650-23200, Grade II Rs.13610-20700 and Grade III corresponding to Rs.11910-19350, in view of their higher responsibility, accountability and public dealings.
- (iv) One post of Administrative Assistant/Provident Fund Officer/Pension Officer may be designated as PF Accounts Officer and allowed the scale of pay corresponding to Rs.12930-20250.

7.87.4. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Director	1	23200-31150	42640-55240	Post now held by IAS officer
Joint Director (Administration)	1	20700-26600	40640-54140	
Regional Joint Director	3	20700-26600	40640-54140	
Joint Director (Health)	1	20700-26600	40640-54140	
Corporation Secretary	5	16650-23200	36140-46640	
Corporation Additional Secretary	5	16650-23200	36140-46640	
Municipal Secretary Grade I	12	13610-20700	29180-40640	
Municipal Secretary Grade II	22	12250-19800	24040-36140	
Provident Fund Officer/Pension Officer	2	12250-19800	21240-34500	One post of AA/PF Officer/Pension Officer may be designated as PF Accounts Officer and placed in the scale of pay of Rs.22360-35320
Administrative Assistant	1	12250-19800	22360-35320	
Municipal Secretary Grade III	19	11070-18450	20740-33680	
Assistant Municipal Secretary	1	11070-18450	19240-32110	
Administrative Assistant	1	12250-19800	22360-35320	
Common Category				
Senior Superintendent	6	10790-18000	18740-31360	
Junior Superintendent	11	9190-15510	16180-27140	
Fair Copy Superintendent	1	9190-15510	16180-27140	
Upper Division Clerk	32	6680-10790	13210-20740	
Lower Division Clerk	32	5250-8390	9940-15380	
Confidential Assistant (Selection Grade)	1	11070-18450	19240-32110	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Confidential Assistant Senior Grade	1	9190-15510	16180-27140	
Confidential Assistant Grade I	1	7990-12930	13900-22360	
Confidential Assistant Grade II	1	6080-9830	10480-17420	
Typist (Sel. Gr.)	2	8390-13270	14620-23480	
Typist (Sr. Gr.)	2	7990-12930		
Upper Division Typist	4	6680-10790	13210-20740	
Lower Division Typist	5	5250-8390	9940-15380	
Driver Gr. II	4	5250-8390	9190-14620	
Record Room Attender	1	5250-8390	9190-14620	
Class IV Employee Gr. I	5	4630-7000	8730-12550	
Class IV Employee Gr. II	11	4510-6230	8500-12220	
<i>Posts held by personnel of Other Departments</i>				
Senior Finance Officer	1	20700-26600	36140-46640	
Law Officer	1	12930-20250	22360-35320	
Research Assistant	1	8390-13270	14620-23480	
Statistical Assistant Gr. I	1	6680-10790	13900-22360	
Statistical Assistant Gr. II	1	5250-8390	11620-18740	
Total	198			

No. of Part-Time Contingent employees - 2; No. of Women employees including Part-Time - 47.

7.88. VIGILANCE AND ANTI-CORRUPTION BUREAU

7.88.1. The Vigilance Department is the main Anti-Corruption agency of the state since 1964, which conducts investigations/enquiries into the allegations of corruption and misconduct involving Government servants, Public servants and employees of Public Sector Undertakings. The Department is headed by an IPS officer in the rank of DGP and is assisted by ADGP, IG, DIG and SP. Apart from the Head Quarters at Thiruvananthapuram, the department consists of Range level offices, District level offices, Special units, Legal wings, Research Analysis & Enforcement wing and Intelligence branches.

7.88.2. The Commission held discussion with various Service Organisations with regard of pay structure and promotion prospects. After considering the various demands, the Commission recommends as follows:

- (i). The post of Legal Advisor may be placed in the revised scale of pay of Rs.42640-55240.
- (ii). The post of Additional Legal Advisor may be placed in the scale of pay corresponding to Rs.20700-26600.

- (iii). The pay scale of the post of Manager may be placed in the scale of pay corresponding to Rs.12930-20250.
- (iv). The scales of pay of Police Constable, Head Constable, Sub Inspector, Inspector, Deputy Superintendent of Police etc will be on par with similar categories in Police Department.

7.88.3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of Posts	Existing Scale of pay	Proposed Scale of Pay	Remarks
Director of Vigilance Investigation	1	IPS		
Legal Advisor	1	23200-31150	42640-55240	
Additional Legal Advisor	6	16650-23200	36140-46640	
Manager	1	12250-19800	22360-35320	
Personnel of Police Department				
ADGP	1	IPS		
Inspector General of Police	2	IPS		
Deputy Inspector General of Police	1	IPS		
Superintendent of Police	3	IPS		
Superintendent of Police (Non-IPS)	6	23200-31150	42640-52240	
Deputy Superintendent of Police	33	12930-20250	24040-36140	
Inspector of Police	64	10790-18000	20740-33680	
Sub Inspector of Police	30	9190-15510	16980-29180	
Assistant Sub Inspector	73	8390-13270	16180-27140	
Head Constable	139	7480-11910	13900-22360	
Police Constable	338	6080-9830	10480-17420	
Police Driver Head Constable/ Police Constable	122	7480-11910 /6080-9830	13900-22360/ 10480-17420	
Common Category				
Administrative Assistant	1	12250-19800	22360-35320	
Accounts Officer	1	12250-19800	21240-34500	
Senior Superintendent	12	10790-18000	18740-31360	
Junior Superintendent	14	9190-15510	16180-27140	
Head Clerk	2	8390-13270	14620-23480	
U .D. Clerk	59	6680-10790	13210-20740	
L.D. Clerk	59	5250-8390	9940-15380	
Fair Copy Superintendent	1	9190-15510	16180-27140	

Designation	No. of Posts	Existing Scale of pay	Proposed Scale of Pay	Remarks
Selection Grade Typist	6	8390-13270	14620-23480	Re-designated as Typist Selection Grade.
Senior Grade Typist	7	7990-12930		
U.D. Typist	14	6680-10790	13210-20740	
L.D. Typist	14	5250-8390	9940-15380	
Confidential Assistant (Sel. Gr.)	14	11070-18450	19240-32110	
Confidential Assistant (Sr. Gr.)	14	9190-15510	16180-27140	
Confidential Assistant (Gr. I)	14	7990-12930	13900-22360	
Confidential Assistant (Gr. II)	14	6080-9830	10480-17420	
Attender	1	4630-7000	8730-12550	
Class IV Employee	18	4510-6230	8500-12220	
Posts held by the Personnel of other Departments				
Audit Officer / Accounts Officer	1	12250-19800	21240-34500	
Executive Engineer (Mechanical)	1	16650-23200	36140-46640	
Executive Engineer (Civil)	1	16650-23200	36140-46640	
Assistant Executive Engineer (Civil)	1	13610-20700	24040-36140	
Total	1090			

No. of Part-Time Contingent employees - 27; No. of Women employees - 144.

7.89. WATER APPELLATE AUTHORITY

7.89.1 The Water Appellate Authority, functioning since 1979, is a quasi-judicial body having State wide jurisdiction. The authority comprises of a Chairman, Secretary, Administrative Member, Technical Members of Air and Water Pollutions, Chief Engineer of Public Works Department and Superintending Engineer of Kerala Water Authority. The Authority is under the administrative control of the Environment Department. The main function of the Authority is to hear and dispose of appeals preferred by aggrieved persons, Companies and firms against the orders issued by the State Pollution Control Board on prevention and control of Water Pollution.

7.89.2. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
Secretary	1	20700-26600	36140-46640	
Bench Clerk	1	6680-10790	11620-18740	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	
Class IV Employee Gr. II	1	4510-6230	8500-12220	

Designation	No. of posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
Total	4			

No. of Part-Time Contingent employees – 1; No. of Women employees including Part-Time – 3.

7.90. AGRICULTURAL INCOME TAX AND SALES TAX APPELLATE TRIBUNAL

- 7.90.1.** The Agricultural Income Tax and Sales Tax Appellate Tribunal is a quasi judicial body concerned with disposing of appeals in connection with Agricultural Income Tax and Sales Tax and VAT. The Principal Bench of the Tribunal is at Ernakulam with additional benches at Kottayam, Ernakulam, Palakkad, Kozhikode and Thiruvananthapuram. The Chairman of the Tribunal is of the rank of a District Judge appointed on deputation basis. The Tribunal consists of Chairman, Member (Judicial), Member (Accounts) and Member (Departmental).
- 7.90.2.** Member (Accounts) is drawn either from open market , who are Chartered Accountants appointed by Public Service Commission or by appointment on deputation basis from among Class I officers of Indian Audit and Accounts Service or an officer in the rank of Inspecting Appellate Asst. Commissioner of Income Tax of the Indian Revenue Service. Member (Judicial) is posted on deputation basis who is in the rank of District Judge. Member (Departmental) is appointed on deputation basis from among Deputy Commissioners of the Commercial Tax Department. The remaining staff are drawn from the Commercial Taxes Department.
- 7.90.3.** Discussion was held with the Secretary of the Tribunal. The Commission after consideration of all the aspects makes the following recommendations:
- (i) The Member (Accounts) may be placed in the revised scale of pay of Rs.42640-55240.
 - (ii) The Member (Departmental) may be placed in the scale of pay corresponding to Rs.23200-31150 if they are in the grade of Deputy Commissioner. If the Member (Departmental) is Deputy Commissioner (HG) they may be placed in the scale of pay corresponding to Rs.25400-33100.
 - (iii) The Government may consider to reckon a maximum period of five years service as practicing Chartered Accountant prior to the appointment as Member (Accounts) for pensionary benefits and make necessary amendment in the relevant Rules, if necessary.
- 7.90.4.** The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Chairman	1	26600-33750		NJPC
Member (Judicial)	2			NJPC
Member (Accounts)	5	23200-31150	42640-55240	
Member (Departmental)	5	20700-26600	40640-54140	Deputy Commissioner (HG) holding the charge of Member (Departmental) will be placed in the scale of pay of Rs.44640-56340.
Secretary	1	12930-20250	22360-35320	
Assistant Secretary	5	10790-18000	18740-31360	
Common Category				
Junior superintendent	2	9190-15510	16180-27140	
Head Clerk	3	8390-13270	14620-23480	
U D Clerk	11	6680-10790	13210-20740	
L D Clerk	11	5250-8390	9940-15380	
Confidential Assistant Sel. Gr.	8	11070-18450	19240-32110	
Confidential Assistant Sr. Gr.	4	9190-15510	16180-27140	
Confidential Assistant Gr. I	2	7990-12930	13900-22360	
Typist Sel. Gr.	1	8390-13270	14620-23480	
Typist Sr. Gr.	4	7990-12930		
U D Typist	3	6680-10790	13210-20740	
Clerical Attender Gr. I	3	4750-7820	8960-13210	
Clerical Attender	3	4630-7000	8730-12550	
Class IV Employee Gr. I	7	4630-7000	8730-12550	
Class IV Employee Gr. II	16	4510-6230	8500-12220	
Duffedar	1	4630-7000	8730-12550	
Sweeper-cum-Peon	1	4510-6230	8500-12220	
Total	99			

No. of Part-Time Contingent employees - 4; No. of Women employees including Part-Time - 40.

7.91. INDUSTRIAL TRIBUNAL

- 7.91.1.** The Industrial Tribunals are constituted for adjudicating industrial disputes on reference by the State Government as well as the Central Government under Section 10 (1) (d) of the Industrial Disputes Act 1947 and functioning as a Court constituted under Section 75 of the Employees State Insurance Act 1948. Five Industrial Tribunals are functioning in the State under the Labour Department with headquarters at Kollam, Idukki, Alappuzha, Palakkad and Kozhikode. The territorial jurisdiction of each Tribunal is fixed ranging from 2 to 4 Revenue

Districts. The Presiding Officers of the Industrial Tribunals are appointed by Government from among the Judicial Officers not below the rank of a District Judge or a person who is qualified for appointment as a Judge of the High Court. The Presiding Officers of the Industrial Tribunals in the State are neither 'District Judges' nor members of the Judicial Service as contemplated in Article 236 of the Constitution of India. The staff members of Industrial Tribunals are deployed from the Labour Department. Secretary is the ministerial head who is in the rank of Senior Superintendent.

7.91.2. Normal revision is recommended to all categories of posts.

7.91.3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No of Posts	Existing Scale of Pay	Proposed Scale of Pay	Remarks
Industrial Tribunal	5	26600-33750		NIPC
Common Category				
Secretary	5	10790-18000	18740-31360	
Confidential Assistant (Sel. Gr.)	1	11070-18450	19240-32110	
Confidential Assistant Gr. I	2	7990-12930	13900-22360	
Confidential Assistant Gr. II	1	6080-9830	10480-17420	
Typist (Sel. Gr.)	1	8390-13270	14620-23480	
Typist (Sr. Gr.)	2	7990-12930		
U.D Typist	4	6680-10790	13210-20740	
L.D Typist	2	5250-8390	9940-15380	
U.D Clerk	13	6680-10790	13210-20740	
L.D Clerk	8	5250-8390	9940-15380	
Driver (Sr. Gr.)	1	6680-10790	11620-18740	
Driver Gr. I	1	6080-9830	10480-17420	
Driver Gr. II	1	5250-8390	9190-14620	
Class IV Employee Gr. I	4	4630-7000	8730-12550	? rd posts in the HG
Class IV Employee Gr. II	6	4510-6230	8500-12220	
Night Watchman	1	4510-6230	8500-12220	
Total	53			

No. of Part-Time Contingent employees - 6; No. of Women employees including Part-Time -19;

7.92. KERALA CO-OPERATIVE TRIBUNAL

7.92.1. The Kerala Co-operative Tribunal is an Appellate body appointed by Government as per section 81 of the Kerala Co-operative Societies Act 1969, for preferring appeals over the decisions of the Arbitrators of the Co-operative Department. It is a single member Tribunal having statewide jurisdiction. The post is held by an officer in the cadre of District Judge. The Secretary and other

staff members are posted from the Co-operative Department. Normal revision is recommended to all posts.

7.92.2. The categories of posts with the existing and the proposed scale of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
District Judge/Tribunal	1			NJPC
Secretary/Deputy Registrar	1	12250-19800	24040-36140	
Senior Inspector	1	9190-15510	16180-27140	
Common Category				
L.D. Clerk	2	5250-8390	9940-15380	
Confidential Assistant	1	6080-9830	10480-17420	
L.D. Typist	1	5250-8390	9940-15380	
Class IV Employee Gr. II	3	4510-6230	8500-12220	
Total	10			

No. of Part-Time Contingent employees -1; No. of Women employees including Part-Time- 4.

7.93. KERALA STATE TRANSPORT APPELLATE TRIBUNAL

7.93.1. The State Transport Appellate Tribunal is a wing of Judiciary having its jurisdiction all over the State of Kerala.

7.93.2. The Commission recommends to allow the scale of pay corresponding to Rs.9190-15510 to Bench Clerk in the Tribunal. Normal revision is recommended to all other categories.

7.93.3. The categories of posts with the existing and the proposed scales of pay are as given below:

Designation	No. of Posts	Existing Scale of pay	Proposed Scale of pay	Remarks
State Transport Appellate Tribunal	1	NJPC		
Sheristadr	1	11910-19350	20740-33680	
Bench Clerk	1	8390-13270	16180-27140	
Court Keeper	1	4630-7000	8730-12550	
Common Category				
Head Clerk	1	8390-13270	14620-23480	
UD Clerk	1	6680-10790	13210-20740	
LD Clerk	3	5250-8390	9940-15380	
Confidential Assistant Senior Grade	1	9190-15510	16180-27140	

Designation	No. of Posts	Existing Scale of pay	Proposed Scale of pay	Remarks
UD Typist	2	6680-10790	13210-20740	
Class IV Employee Gr. II	3	4510-6230	8500-12220	
Total	15			

No. of Part -Time Contingent employees- 1; No. of Women employees including Part-Time- 6.

7.94. TRIBUNAL FOR LOCAL SELF GOVERNMENT INSTITUTIONS

- 7.94.1.** The Tribunal for Local Self Government Institutions was constituted by the Government of Kerala vide G.O (P) No.52/04/LSGD dated 5.02.04, consider and dispose of Appeals/Revisions filed against the decision of the Local Self Government Institutions, under Section 276 of the Kerala Panchayat Raj Act 1994, and Section 509 of the Kerala Municipality Act 1994. As per section 271 T of the KPR Act, the Tribunal shall on a reference from the Government with regard to the legality or sustainability of any decision of the LSGIs, render its opinion to the Government after giving the President/ Chairman of the LSGI concerned, an opportunity of being heard, if necessary.
- 7.94.2.** The Tribunal is a Judicial Officer in the rank of a District Judge. The Staff of the Tribunal is manned by the Officers posted on deputation basis. The Head Quarters of the Tribunal is at Thiruvananthapuram having Jurisdiction all over the State. The ministerial staff is appointed on deputation basis from other Departments.
- 7.94.3.** The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Tribunal	1	NJPC		
Tribunal Secretary	1	12930-20250	22360-35320	
Bench Clerk	1	8390-13270	14620-23480	
Common Category				
UD Clerk	2	6680-10790	13210-20740	
LD Clerk	2	5250-8390	9940-15380	
Confidential Assistant Grade II	1	6080-9830	10480-17420	
LD Typist	3	5250-8390	9940-15380	
Class IV Employee Gr. II	3	4510-6230	8500-12220	

Driver	1	5250-8390	9190-14620	
Night Watchman	1	4510-6230	8500-12220	
Total	16			

No. of Women employees including Part-Time - 2.

7.95. UNIVERSITY APPELLATE TRIBUNAL

- 7.95.1.** The University Appellate Tribunal was constituted in 1971 with Headquarters at Thiruvananthapuram under the provisions of the Kerala University Act 1969, as amended by Act 17 of 1974. The Tribunal is a Judicial Officer in the rank of District Judge appointed in consultation with the High Court for a term of office of three years from the date of nomination and comes under NJPC. The Tribunal is assisted by the Secretary who is appointed by the Government from Administrative Secretariat, preferably a graduate in Law. All the staff members except the Tribunal and the Secretary belong to the Common Category.
- 7.95.2.** The Commission, after careful examination of various aspects, makes the following observations and recommendations.
- (i) The main functions of the Tribunal are to settle disputes between the management of Private Colleges affiliated to the Universities and any teacher of those Colleges relating to the conditions of service including similar issues of non-teaching staff of Private Colleges.
 - (ii) The Tribunal is appointed as Additional District Judge III by the High Court and the civil appeals are made over to the Tribunal by the District Judge Thiruvananthapuram and are being disposed of by the Tribunal.
 - (iii) The Secretary to the Tribunal is an officer with Law Degree appointed by Government from the Administrative Secretariat.
 - (iv) The highest ministerial post in the Tribunal is Head Clerk and the present incumbent, who is a graduate, has joined the Department on 06.07.1988 on inter-departmental transfer and has been drawing the salary in the scale of pay of Rs.9190-15510 on time bound higher grade and has to retire as Head Clerk as there are no higher posts for promotion in the Tribunal. It is, therefore, recommended that the scale of pay corresponding to Rs.10790-18000 may be sanctioned as personal scale to the present incumbent.
 - (v) The Bench Clerks in the District Courts are in the grade of Junior Superintendent based on the Shetty Commission Report and as approved by Government. The Appellate Tribunal being headed by a District Judge, the post of Bench Clerk may be in the grade of

Junior Superintendent by upgrading the post of UD Clerk of the Tribunal.

- (vi) One of the posts of Peons may be upgraded as Duffedar and an additional post of Peon may be sanctioned.

7.95.3. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
UAT	1	22850-24850	NJPC	
Secretary	1	12930-20250	22360-35320	
Common Category				
Head Clerk	1	8390-13270	14620-23480	The present incumbent may be allowed Personal scale of Rs.18740-31360.
UD Clerk	1	6680-10790	13210-20740	
LD Clerk	2	5250-8390	9940-15380	
Confidential Assistant	1	6080-9830	10480-17420	
Typist	1	5250-8390	9940-15380	
Class IV Employee Gr. I	1	4630-7000	8730-12550	
Class IV Employee Gr. II	2	4510-6230	8500-12220	
Driver	1	5250-8390	9190-14620	
Total	12			

No. of Part-Time Contingent employees - 1; No. of Casual/Contract/Daily Waged employees - 1; No. of Women employees including Part-Time - 7.

7.96. VIGILANCE TRIBUNAL

7.96.1. The Vigilance Tribunal is constituted under Rule 3 of the Kerala Civil Services (Vigilance Tribunal Rules) 1960 for conducting enquiries in major disciplinary cases against the Government servants and employees of Public Sector Undertakings. The Tribunal is empowered to exercise the powers of a Civil Court in those matters under Section 9 (2) of the Kerala Enquiries and Summons Act 1960. There are two Vigilance Tribunals in the State, one with Headquarters at Thiruvananthapuram and the other at Kozhikode, exercising jurisdiction over seven Districts each. The existing Tribunals are personnel recruited by Government from among those who have the prescribed qualifications for the post viz. LLB with 7 years experience in conducting criminal cases.

7.96.2. The ministerial Staff attached to the Tribunals and that of the Enquiry Commissioner and Special Judge are treated as one unit for the purposes of establishment matters like transfer, seniority, promotion etc. The Enquiry Commissioner and Special Judge, Thiruvananthapuram is functioning as the

Co-ordinator of the unit system of these six offices, looking after the establishment matters.

7.96.3. The Commission held discussion with the Vigilance Tribunals Thiruvananthapuram and Kozhikode and makes the following recommendations:

- (i) The post of Assistant Manager equivalent to that of Section Officer may be sanctioned by the Government.
- (ii) It is also recommended that the Confidential Assistants, Drivers, Duffedar and Peons of the Vigilance Tribunals be paid Special Allowance at the same rates as admissible to such personnel attached to the office of the Enquiry Commissioner and Special Judges.
- (iii) The Sweeper-cum-Watchmen attached to the Vigilance Tribunal may be given Special Allowance at the same rates admissible to the Peons of the Enquiry Commissioner and Special Judges.

7.96.4. Normal revision is recommended to all other posts.

7.96.5. The categories of posts with the existing and the proposed scales of pay are given below:

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Vigilance Tribunal	2	26600-33750	NJPC	
Manager	2	11910-19350	20740-33680	
Assistant (Sel. Gr.)	3	9590-16650	16980-29180	Re-designated as Assistant Section Officer. Existing ratio 1:1:1 will continue.
Assistant (Sr. Gr.)	1	9190-15510	16180-27140	
Assistant	2	7990-12930	13900-22360	
Senior Grade Typist	1	9190-15510	16180-27140	
Typist Gr. II	1	6080-9830	10480-17420	
Common Category				
Confidential Assistant (Sr. Gr.)	1	9190-15510	16180-27140	
Confidential Assistant Gr. I	1	7990-12930	13900-22360	
Typist Sr. Gr.	1	7990-12930	14620-23480	
U.D Typist	1	6680-10790	13210-20740	
L.D Typist	2	5250-8390	9940-15380	
Driver Gr. I	1	5650-8790	9940-15380	
Driver Gr. II	1	5250-8390	9190-14620	
Duffedar	2	4630-7000	8730-12550	

Designation	No. of posts	Existing Scale of pay	Proposed Scale of pay	Remarks
Class IV Employee Gr. I	2	4630-7000	8730-12550	
Class IV Employee Gr. II	2	4510-6230	8500-12220	
Sweeper-cum-Watchmen	2	4630-7000	8730-12550	
Total	28			

No. of Part-Time Contingent employees- 1; No. of Women employees including Part-Time – 3.

7.97. OTHER INSTITUTIONS

- 7.97.1.** Government have constituted various Commissions and Institutions, the entire expenditure of which are met from the grants provided by the State Government. In some cases the staff salaries are debited to the State Budget. The Commission is pleased to include the details of such Commissions/Institutions as received from the respective heads of offices in this chapter. The staff of such Commissions/Institutions consist of serving employees and retired hands from various Departments of Government. (However no attempt was made by the Pay Revision Commission to collect the details of grant-in-aid institutions, Registered Societies, Welfare Fund Boards, Welfare Corporations/Companies registered under the Companies Act etc., as they are autonomous bodies and the salary cost in such Institutions are met from the own funds of the respective Institutions.)
- 7.97.2.** No revision of pay is recommended as the staff on deputation are entitled to their revised pay as in the respective parent departments. In the cases of officers, on consolidated pay, any change in their pay will be subject to the terms and conditions of their appointment.
- 7.97.3.** The details of Commissions/Institutions including the categories of posts with existing scales of pay are given below:

(i) Kerala State Commission for Backward Classes

Designation	No of posts	Existing Scale of pay	Remarks
Chairman	1	57100	Consolidated Pay
Member	1	14500	
Member Secretary	1	IAS	
Registrar	1	25400-33100	On Deputation
Additional Registrar	1	20700-26600	
Finance Officer	1	12930-20250	
Section Officer	2	10790-18000	
Assistant	4	7990-12930	
Typist	2	6080-9830	

Designation	No of posts	Existing Scale of pay	Remarks
Driver	3	5250-8390	2- Daily Waged 1- Co-terminus
Class IV Employee Gr. II	1	4510-6230	On Deputation
Night Watcher	1	4510-6230	On Deputation
Part-time Sweeper	1	2750 + DA	
Total	18		

(ii) Kerala State Commission for Scheduled Castes and Scheduled Tribes

Designation	No of posts	Existing Scale of pay	Remarks
Chairman	1	80000	Consolidated Pay
Member	2	37400	
Registrar	1	25400-33100	On contract
Accounts Officer	1	12930-20250	On Deputation
Section Officer	2	10790-18000	
Assistant	3	9590-16650	
Clerk	1	5250-8390	
Confidential Assistant	2	6080-9830	
Typist	2	5250-8390	
Driver	2	5250-8390	
Data Entry Officer	2	7,500	On Contract
Class IV Employee Gr. II	3	4510-6230	On Deputation
Part-time Sweeper	1	2500 + DA	
Total	23		

(iii) Kerala State Consumer Disputes Redressal Commission

Designation	No of posts	Existing Scale of pay	Remarks
State Forum			
President	1	40000	Consolidated Pay
Judicial Member	1	10145 (Basic Pay)	Consolidated Pay
Member	3	15000	Consolidated Pay
Secretary	1	23200-31160	On Deputation
Senior Superintendent	3	11910-19350	
Court Officer	1	11910-19350	
Confidential Assistant Sr. Gr.	1	9190-15510	
Confidential Assistant Gr. I	1	7990-12930	

Designation	No of posts	Existing Scale of pay	Remarks
UD Typist	1	6680-10790	
UD Clerk	3	6680-10790	
Driver	1	5650-8790	
LD Clerk	3	5250-8390	
Driver	1	5250-8390	
Class IV Employee	3	4510-6230	On Deputation
Class IV Employee	1	4510-6230	(Co-terminus)
Part-time Sweeper	1	2700 + DA	
District Forums			
President	14	16750	Consolidated Pay
Member	28	10000	
Senior Superintendent	14	11910-19350	On Deputation
Confidential Assistant Sr. Gr.	11	9190-15510	
UD Clerk	24	6680-10790	
Confidential Assistant Gr. II	17	6080-9830	
LD Clerk	24	5250-8390	
Class IV Employee Gr. II	28	4510-6230	
Part-time Sweeper	14	2700 + DA	
Total	200		

(iv) Kerala State Farmer's Debt Relief Commission

Designation	No of posts	Existing Scale of pay	Remarks
Chairman	1	80000	Consolidated Pay
Secretary	1	23200-31150	On Deputation
Finance Officer	1	12930-20250	
Section Officer	1	11910-19350	
Office Assistant	4	8390-13270	
Confidential Assistant	1	6080-9830	
Driver	2	5250-8390	
Class IV Employee Gr. II	3	4510-6230	
Clerk	1	Daily Waged	
Typist	1	Daily Waged	
Data Entry Operator	5	Daily Waged	
Application Sorting Assistant	12	Daily Waged	
Part-time Sweeper	1	2300 + DA	
Total	34		

(v) Kerala State Fishermen Debt Relief Commission

Designation	No. of posts	Existing Scale of pay	Remarks
Secretary	1	23200-31150	On Deputation
Finance Officer	1	16650-23200	
Law Officer	1	16650-23200	
Assistant Director of Fisheries	1	12250-19800	
Section Officer	1	10790-18000	
Assistant (Fisheries Department)	2	8390-13270	
Confidential Assistant Gr. II	2	9400	Consolidated Pay (On Contract)
Office Typist	2	8100	
Record Keeper	1	8100	
Driver	2	8100	
Class IV Employee	2	7000	
Watchman	2	7000	
Total	18		

(vi) Kerala State Higher Education Council

Designation	No. of posts	Existing Scale of pay	Remarks
Vice-Chairman	1	UGC	75000
Member Secretary	1	UGC	37400-87000+ AGP 12000
Research Officer	3	UGC	12000-18300 (1) , 8000-13500+50% DP(2)
Documentation Officer	1	11910-19350	On Deputation 8000-13500+50
Finance Officer	1	20700-26600	On Deputation
Assistant Registrar	1	10790-18000	
Assistant	1	7990-12930	
Confidential Assistant	1	7990-12930	
Total	10		

(vii) Kerala State Human Rights Commission

Designation	No. of posts	Existing Scale of pay	Remarks
Chairperson	1	90000	Consolidated Pay
Member	2	80000	Consolidated Pay
Secretary	1	25400-33100	On Deputation
Registrar	1	25400-33100	
Finance Officer	1	25400-33100	

Designation	No. of posts	Existing Scale of pay	Remarks
Administrative Officer	1	23200-31150	
Section Officer	2	10790-18000	
Court Officer	1	10790-18000	
Public Relation Officer	1	9190-15510	Direct Recruitment
Assistant	6	9190-15510	On Deputation
Confidential Assistant	4	8390-13270	On Deputation
Typist Gr. II	3	5250-8390	
Driver	4	5250-8390	
Class IV Employee Gr. II	5	4510-6230	
Part-time Sweeper	1		Daily Waged
Night Watchman	1		Daily Waged
Chief Investigation Officer (IGP)	1	IPS	On Deputation
Superintendent of Police	1	23200-31150	
DySP	1	12930-20250	
Circle Inspector of Police	1	10790-18000	
Assistant Sub Inspector	1	8390-13270	
Head Constable	2	8390-13270	
Police Constable	2	6080-9830	
Personal Staff to Chairperson			
Private Secretary	1	11910-19350	Co-terminus
Personal Assistant	1	11070-18450	
Driver	1	5250-8390	
Class IV Employee Gr. II	2	4510-6230	
Part-time Sweeper	1	2700 + DA	
Personal Staff to Member			
Private Secretary	1	9190-15510	Co-terminus
Driver	1	5250-8390	
Class IV Employee Gr. II	2	4510-6230	Co-terminus
Part-time Sweeper	1	2700 + DA	
Total	55		

(viii) Kerala Women's Commission

Designation	No of posts	Existing Scale of pay	Remarks
Chairperson	1	40000	Consolidated Pay
Member	4	15000	Consolidated Pay
Director	1	IPS	On Deputation
Secretary	1	25400-33100 + 600sp	
Administrative Officer	1	23200-33150	
Law Officer	1	23200-33150	On Deputation
Finance Officer	1	23200-33150	
Project Officer	1	16650-23200	
Research Officer	1	11910-19350	On Deputation
Senior Superintendent	1	10790-18000	
Circle Inspector of Police	1	10790-18000	
Junior Superintendent	1	9190-15510	
Sub Inspector	1	9190-15510	
Public Relation Officer	1	7990-12930	
Assistant	7	7990-12930	
Confidential Assistant	5	6080-9830	
Police Constable	4	6080-9830	
LD Clerk	5	5250-8390	
Driver	6	Daily Wages	
Typist	1	5250-8390	
Class IV Employee Gr. II	7	4510-6230	1- Deputation 5- Daily Wages
Security Guard	1	4510-6230	On Deputation
Sanitary Worker	1	4510-6230	On Deputation
Counselor	1	10000	Consolidated Pay
Part-time Sweeper	1	2300 + DA	
Total	56		

(ix) Official Language (Legislative) Commission

Designation	No of posts	Existing Scale of pay	Remarks
Chairman	1	26600-33750	On Deputation
Member	2	25400-33100	
Secretary	1	23200-31150	
Language Expert	1	12930-20250	

Designation	No of posts	Existing Scale of pay	Remarks
Draftsman	4	12930-20250	
Section Officer	1	10790-18000	
Language Assistant	2	10790-18000	
Office Superintendent	1	10790-18000	
Accountant	1	9190-15510	
Legal Assistant	6	9190-15510	
Typist Gr. I	1	7990-12930	
Confidential Assistant	4	6080-9830	On Deputation
Typist Gr. II	4	6080-9830	
Clerical Assistant	1	6080-9830	
Binder	1	6080-9830	On Deputation
Roneo Operator	1	6080-9830	
Duffedar	1	6080-9830	
Driver	1	5250-8390	
Class IV Employee Gr. II	5	4510-6230	
Total	39		

(x) State Commissionerate for Persons with Disabilities

Designation	No of posts	Existing Scale of pay	Remarks
State Commissioner	1	15000	Consolidated Pay
Administrative Officer	1	20700-26600	On Deputation
Finance Officer	1	20700-26600	
Under Secretary	1	12930-20250	
Confidential Assistant	1	6080-9830	
Typist	1	6080-9830	
LD Clerk	1	5250-8390	
Driver	1	5250-8390	On Deputation
Class IV Employee Gr. II	1	4510-6230	
Total	9		

(xi) State Co-operative Election Commission

Designation	No of posts	Existing Scale of pay	Remarks
State Cooperative Election Commissioner	1	26600-33750	On Deputation
Additional Registrar/Secretary	1	20700-26600	
Confidential Assistant Sel. Gr.	1	11070-18450	

Designation	No of posts	Existing Scale of pay	Remarks
Senior Co-operative Inspector	1	9190-15510	
UD Clerk	1	6680-10790	
LD Clerk	1	5250-8390	
Class IV Employee Gr. II	1	4510-6230	
Driver	1	Daily Wages	
Data Entry Operator	1	Daily Wages	
Peon cum Watchman	1	Daily Wages	
Part-time Sweeper	1	Daily Wages	
Total	11		

(xii) State Election Commission

Designation	No. of posts	Existing Scale of pay	Remarks
Commissioner	1	80000	Consolidated Pay
Secretary	1	25400-33100	On Deputation
Additional Secretary	3	25400-33100	
Joint Secretary	1	23200-31150	
Joint Secretary	3	20700-26600	
Law Officer	1	20700-26600	
Public Relation Officer	1	12930-20250	
Personal Assistant	1	11910-19350	Co-terminus
Section Officer	2	10790-18000	On Deputation
Assistant	5	7990-12930	
Data Entry Operator	1	7990-12930	
UD Clerk	7	6080-9830	
Confidential Assistant	5	6080-9830	
Typist	2	5250-8390	
Driver	3	5250-8390	On Deputation
Clerical Assistant	1	4630-7000	
Class IV Employee Gr. II	11	4510-6230	
Night Watchman	1	4510-6230	
Computer Programmer	1	10000	Consolidated Pay
Part-time Sweeper	2	2700 + DA 2300 + DA	
Total	53		

(xiii) State Information Commission

Designation	No. of posts	Existing Scale of pay	Remarks
Chief Information Commissioner	1	90000	Consolidated Pay
State Information Commissioner	4	80000	Consolidated Pay
Secretary	1	25400-33100	On Deputation
Legal Expert	1	25400-33100	
Finance/Account Expert	1	23200-31150	
Deputy Secretary	1	20700-26600	
Section Officer	1	10790-18000	
Sel. Gr. Assistant	4	9590-16650	
Confidential Assistant	9	9590-16650	
Typist	1	6080-9830	
Class IV Employee Gr. II	14	4510-6230	7- On Deputation 7- Daily Wages
Security Guard	4	Daily Wages	
Night Watchman	2	Daily Wages	
Sweeper	2	Daily Wages	
Programmer	1	Daily Wages	
Driver	5	Daily Wages	
Total	52		

(xiv) Ombudsman for Local Self Government Institutions

Designation	No of posts	Existing Scale of pay	Remarks
Ombudsman	1	80000	Consolidated Pay
Secretary	1	25400-33100+600 SP	On deputation
Administrative Officer	1	23200-31150	
Section Officer	1	10790-18000	
Court Officer	1	10790-18000	
Assistant	3	9590-16650	
Confidential Assistant	3	6080-9830	Co-terminus
Typist	2	5250-8390	
Driver	2	5250-8390	
Class IV Employee Gr. II	5	4510-6230	One Deputation, Four Co-terminus
Part Time Sweeper	2	2700+DA	One Co-terminus
Total	22		
Grand Total	600		

Abstract

No of officers on UGC	- 5
No. of All India Service Officers (IAS, IPS)	- 3
No. of employees on deputation	- 399
No. of employees on daily wages/Contract/others /Co-terminus	- 171
No. of Part-time Contingent employees	- 22
Total	- 600

7.98. PERSONAL STAFF OF CHIEF MINISTER, MINISTERS, SPEAKER, DEPUTY SPEAKER AND LEADER OF OPPOSITION

7.98.1. A total number of 543 employees are working in the personal staff of Chief Minister, Ministers, Speaker, Deputy Speaker, Leader of Opposition etc. Out of this, 94 employees are from various departments appointed on deputation/other duty.

7.98.2. The existing scales of pay and number of posts are given below:

Designation	No of posts	Existing Scale of pay
Private Secretary/Additional Private Secretary	3	23200-31150
Private Secretary/Special Private Secretary/Additional Private Secretary	108	20700-26600
Assistant Private Secretary	50	12930-20250
Assistant Private Secretary	2	11910-19350
Personal Assistant	22	10790-18000
Personal Assistant	1	6680-10790
Additional Personal Assistant	55	10790-18000
Additional Personal Assistant	1	9590-16650
Section Officer	1	10790-18000
Assistant	48	7990-12930
Clerk (Graduate)	5	7990-12930
Clerk	85	6680-10790
Typist	16	7990-12930
Confidential Assistant	5	7990-12930
Chauffeur Gr. I	2	6680-10790
Chauffeur Gr. II/Driver	45	5650-8790
Attender	11	4630-7000
Clerical Assistant	1	4750-7820

Designation	No of posts	Existing Scale of pay
Clerical Assistant	1	4510-6230
Class IV Employee Gr. II	66	4510-6230
Cook	15	4510-6230
Total	543	