



## GOVERNMENT OF KERALA

### Abstract

### Revision of pay & allowances of University Employees of the State- Recommendations of the Eleventh Pay Revision Commission – Implementation - Orders issued.

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#### FINANCE (PRC-D) DEPARTMENT

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**G.O.(P)No.21/2022/Fin**

**Dated, Thiruvananthapuram, 18.02.2022**

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- Read 1 G.O. (Ms) No. 414/2019/Fin dated 06.11.2019  
 2 G.O (P) No. 10/2016/Fin dated 21.01.2016  
 3 G.O (P) No. 27/2021/Fin dated 10.02.2021  
 4 G.O (P) No. 42/2021/Fin dated 26.02.2021

### ORDER

Government vide the Order as 1<sup>st</sup> above have appointed the XI Pay Revision Commission with Shri.K.Mohandas IAS (Rtd) as Chairman, Prof.(Retd) M.K.Sukumaran Nair and Adv. Ashok Mamen Cherian as members in order to study and make recommendations on the revision of pay and allowances of posts under Universities except those covered by UGC/AICTE/Central Schemes.

2. The Pay Revision Commission submitted its report to Government regarding the revision of pay and allowances of posts under Universities except those covered by UGC/AICTE/Central Schemes on 23.02.2021. Consequently, Govt.vide G.O read 4<sup>th</sup> above issued orders revising the scale of pay of employees with effect from 01-07-2019 as in Annexure 1 of G.O read 3<sup>rd</sup> above, wherein it was ordered that rules and method of pay fixation, DA, other allowances and Time Bound Higher Grade scheme applicable to University Employees shall be as in G.O read 3<sup>rd</sup> above. In para 4 of G.O read 4<sup>th</sup> above, it was also ordered that detailed order specifying the name of posts and scale of pay, allowances etc. shall be issued separately. Accordingly, Government are pleased to issue detailed orders as contained in the subsequent paragraphs revising pay and allowances of posts under Universities except those covered by UGC/AICTE/Central Schemes in continuation to the G.O read 4<sup>th</sup> above.

### **Revised Scales of Pay and allowances**

3. The existing scales of pay of employees revised with effect from 01.07.2019 with the scales of pay as shown in the Annexure I. The revised scales of pay of different categories of posts in various universities will be as shown in **Annexure X**. The specific allowances

applicable to employees working in various universities will be as provided under the schedules of posts of various universities.

4. The revision of pay from existing pay to revised pay will be in accordance with the Table for Stage to Stage fixation of pay as provided in **Annexure III** except in cases where the minimum of the scale of pay of the post held by an incumbent is higher than the corresponding pay stage provided in **Annexure X**.

#### **Ratio/Percentage Based Grade Promotions**

5. The existing and the modified ratio/percentage based grade promotions to various categories of posts are indicated at the appropriate places under University schedule of posts in **Annexure X**. The asterisks assigned to each category will refer to the benefit specified in the footnote at the end of each schedule of posts and allowances. No ratio promotion/percentage based higher grade will be available to any category of posts unless it is mentioned in this order. The modified ratio promotion/ percentage based grade have effect from 01.04.2021.

#### **Time Bound Higher Grade Promotion Scheme**

6. The existing time span of 8,15, 22 and 27 years for allowing Time Bound Higher Grade (TBHG) promotions will continue. The categories coming under the entry level scale of pay of Rs. 23000-50200 to Rs. 27900-63700 will be eligible for four TBHGs, the categories coming under the entry level scale of pay Rs. 31100-66800 to Rs. 39300-83000 will be eligible for three TBHGs, the categories coming under the entry level scale of pay Rs. 41300-87000 to Rs. 56500-118100 will be eligible for two TBHGs and the categories coming under the entry level scale of pay Rs. 59300-120900 to Rs. 85000- 143600 will be eligible for one TBHG, subject to the conditions provided in the scheme of Time Bound Higher Grade promotion. The revised rules for allowing Time Bound Higher Grades will be as incorporated in Annexure VI of this order. The revised Time Bound Higher Grade Scheme will have effect from 01.04.2021.

#### **Stagnation Increment**

7. The existing scheme of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed the maximum of the master scale of Rs. 166800. The number of Stagnation Increments availed in the existing scale of pay will be reckoned for determining maximum number of Stagnation Increments.

#### **Dearness Allowance**

8. The rates of Dearness Allowance on revised scales of pay allowed to State government employees from time to time will be applicable to employees in the Universities also. The rates of DA as on revised scales of pay with effect from 01.07.2019 will be as follows:

Date	Rate of DA (%)	Total DA (%)
01.07.2019	0	0
01.01.2020	4	4
01.07.2020	3	7

### House Rent Allowance

9. The existing system of fixed amount of HRA on the basis of different pay ranges will be dispensed with. Instead, the rate of HRA will be as percentage of basic pay. For the purpose of HRA, the total area of the State is divided into following four Classes:

1. Class A: The Corporation limits of the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur. In addition, the institutions situated within a radius of 3 kilometers from Civil Station, Kakkanad.
2. Class B: The Municipalities at District Headquarters.
3. Class C: All Municipalities other than those at District Headquarters.
4. Class D: All Panchayaths

The rate of HRA with minimum and maximum amounts are as follows:

Class	Rate (% of Basic Pay)	Minimum Amount (₹)	Maximum Amount (₹)
A	10%	2300	10000
B	8%	2000	8000
C	6%	1500	6000
D	4%	1200	4000

Note : An employee working within 1 km from corporation limits and was drawing HRA at corporation rates will be assured 10% hike in the existing amount of HRA or the new rate applicable to their places whichever is higher.

10. For the purpose of HRA, basic pay as on the 1<sup>st</sup> day of the month only will be reckoned, and change in pay in the middle of a month will not be considered.

11. Revised rates of HRA have effect from 01.03.2021.

### Rent Recovery

12. Rent at the following rates will be recovered from University employees residing in University quarters with effect from 01.03.2021.

<b>Range</b>	<b>Rate</b>
Those who are in the scale of pay up to 45600-95600	No Recovery
Those who are in the scale of pay of and above 50200-105300	2% of basic pay

### **Notes**

1. In the case of employees who do not come under the State Government scales of pay (e.g. All India Service Officers, those on UGC/AICTE scale), rent recovery will be 2% of Basic Pay with effect from 01.03.2021.
2. Employees who are allotted quarters shall not be eligible for HRA.

### **City Compensatory Allowance**

13. City Compensatory Allowance sanctioned in G.O read as second paper is discontinued with effect from 01.03.2021.

### **Spectacle Allowance**

14. Amount of Rs. 1500 once in five years will be allowed as reimbursement of the cost incurred for the purchase of spectacles. No employees will be allowed this allowance unless completed five years after getting this reimbursement by virtue of the provisions in the G.O. read as second paper above.

### **Education allowance to the parents having differently abled children**

15. The rate of Education Allowance admissible to employees having mentally/physically challenged children studying in general schools and special schools will be revised to ₹ 1000 per month. The existing conditions for the admissibility of this allowance will continue.

### **Special allowance to differently abled employees**

16. The rate of Special Allowance admissible to differently abled employees is revised to Rs. 1100 per month. The existing conditions for sanctioning the allowance will continue.

### **Child Care Allowance**

17. The rate of allowance will be revised to ₹ 1750 per month per child and the annual ceiling will be ₹ 21000. The existing conditions as laid down in G.O (P)No.172/2013/(150)/Fin dated 16.04.2013, G.O(P)No.360/13(171)/Fin dated 24.07.2013 and G.O(P)No.110/2016/(15)/Fin dated 30.07.2016 for the admissibility of the allowance will continue.

### **Charge Allowance**

18. The existing rate of Charge Allowance for holding full additional charge is 4% of the minimum of the scale of pay attached to the additional post and that for discharging current

duties is 2% of the minimum of the scale of pay of additional post. The existing rates and conditions will continue in the revised scales.

### **Travelling Allowance**

19 (1) **Classification of Officers:-** For the purpose of Travelling Allowance, officers are classified into following four grades.

Grade I	All Officers who draw an actual basic pay of ₹70000 and above
Grade II (a)	Officers with actual basic pay of ₹59300 and above, but below ₹70000
Grade II (b)	Officers with actual basic pay of ₹39300 and above, but below ₹59300
Grade III	Officers with actual basic pay of ₹25100 and above, but below ₹ 39300
Grade IV	Officers with actual basic pay below ₹25100

Note: For this purpose, basic pay includes Personal Pay.

(2) **Class of travel:-** The eligible class of travel by train for each grade will be as follows.

<b>Grades</b>	<b>Eligible class</b>
Grade I	II AC
Grade II (a)	I Class. If the train does not have I Class, II AC
Grade II (b)	III AC. If the train does not have III AC, I Class
Grade III	II Class
Grade IV	II Class

(3) **Air Journey:-** The employees who are in the scale of pay ₹ 77200-140500 will be eligible for flight journey. However any employee can travel by air for official purposes provided that Travelling Allowance at the rate sanctioned for their eligible class of travel by train will be allowed for such journeys subject to the production of flight ticket and boarding pass and flight ticket will be considered in place of train tickets for admitting TA claim. This facility is restricted for journey of the officer only.

(4) **Mileage Allowance:-** Mileage Allowance for road journey will be enhanced to ₹ 2.5 per kilometers for all grades of officers.

(5) **Incidental Expenses (Road/Rail/Air journeys):-** The revised rates of Incidental Expenses for Road/ Rail/ Air journey will be as follows:

<b>Grades</b>	<b><u>Road/Rail</u> Rate in paisa per Km</b>	<b><u>Air</u> Rate per journey</b>
Grade I	90	Limited to 1 Daily Allowance
Grade II (a)	70	
Grade II (b)	60	
Grade III	60	
Grade IV	60	

(6) **Daily Allowance:-**The revised rates of Daily Allowance for different grades of employees will be as follows:

<b>Grades</b>	<b>Inside State Rate (₹ )</b>	<b>Outside State Rate (₹ )</b>
Grade I	600	750
Grade II (a)	500	650
Grade II (b)	500	650
Grade III	350	500
Grade IV	350	500

(7) **Classification of University employees for carrying personal effects on transfer:-** The classification of university employees for the purpose of carrying personal effects on transfer will be as follows:

<b>Sl. No.</b>	<b>Category of Officers</b>	<b>Weight (kg)</b>
1	Employees whose actual basic pay is ₹70000 and above	3000
2	Employees whose actual pay is ₹39300 and above but below ₹70000	2000
3	All other employees	1500

(8) **Loading and unloading charges for journeys on transfer:-** The revised rates of loading and unloading charges admissible to different grades of university employees for journeys on transfer will be as follows:

<b>Grades</b>	<b>Rate (₹)</b>
Grade I	900 at each end
Grade II (a)	500 at each end
Grade II (b)	500 at each end
Grade III	450 at each end
Grade IV	450 at each end

**(9) Reimbursement of room rent:-**The revised rates of reimbursement of room rent admissible to university employees for stay outside the State subject to the production of vouchers are given below:

<b>Grades</b>	<b>New Delhi, Mumbai, Kolkata, Chennai</b>	<b>Other Cities/Towns outside State</b>
	<b>Rate (₹)</b>	<b>Rate (₹)</b>
Grade I	3000	2500
Grade II (a)	3000	2500
Grade II (b)	2500	1500
Grade III	2500	1500
Grade IV	1500	1200

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

**(11) Auto Rickshaw/Taxi fare for journeys on tour:-** Auto rickshaw/Taxi fare at the rate fixed by the Government from time to time will be allowed. Maximum number of such journeys allowed a day will be two (plus one journey per tour from residence to airport/railway station/bus stand and one journey from airport/railway station/bus stand to residence) limiting the maximum distance of a single journey as 15 kilometre at the rate fixed by government from time to time.

**(12) TA Ceiling :-** The existing rates of monthly/quarterly TA ceiling will continue until Government issue orders enhancing the same.

20. Revised rates of travelling allowance will have effect from 01.03.2021.

### **Medical Benefits**

21. The existing scheme of medical reimbursement in the universities concerned will continue.

### **Surrender of earned leave**

22. The existing system of surrender of earned leave for 30 days in a financial year will continue.

### **Other Allowances**

23. The existing and revised rates of the allowances other than those detailed in the above paragraphs are mentioned under the schedule of posts of each University in Annexure X .

### **Admissibility of Allowances**

24. No allowances other than those mentioned as above and in Annexure X will be allowed to the employees. Modification of the allowances now granted and inclusion of new allowances/categories will be allowed only with the sanction of Government in Finance Department. Allowances which are not specifically mentioned will be treated as withdrawn.

### **Part Time Contingent Employees**

25. 1) The existing scales of pay of various categories of Part Time Contingent employees are revised as follows with effect from 01.07.2019.

<b>Category</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
Category I	9340-220-11100-240-12300-260-13600-300-14800	13000-330-15970-360-17410-390-19360-430-21080
Category II	8200-200-10000-220-11100-240-12300-260-13340	11500-300-14500-330-17140-360-18940

2) The revision of pay from existing pay to revised pay will be in accordance with the Table for Stage to Stage fixation of pay as provided in Annexure VIII.

3) Rules of fixation of pay in the revised scales of pay is given in Annexure VII.

4)The existing scheme of granting one additional increment each on completion of qualifying service of 8, 15, 22 and 27 years will continue.



The additional increment will be granted on completion of the prescribed qualifying service and it will not affect the normal increment dates.

**Allowances:**

(i) Footwear Allowance	The existing rate of Footwear Allowance to eligible categories will be enhanced to ₹ 500 per annum
(ii) Spectacle Allowance	The cost incurred towards the purchase of spectacles will be reimbursed subject to a maximum of ₹ 1500, once in five year of service.
(iii) Special Allowance for Differently Abled Employees	The rate of Special Allowance admissible to differently abled Part Time Contingent employees will be revised to ₹ 1100 per month.
(iv) Compensatory Allowance	Compensatory Allowance of ₹ 120 per month will be sanctioned to those employees working in the offices located in Municipal Corporation limits.

(v) The revised rates of allowances of Part time Contingent Employees have effect from 01.03.2021.

**Casual Sweepers**

26. The existing remuneration of ₹ 6000 per month admissible to casual sweepers will be enhanced to a consolidated amount of ₹ 8000 per month. The revised rates have effect from 01.03.2021.

**Applicability**

27. The revised scales of pay and other benefits, sanctioned in this order, will be applicable to all University employees to whom State scales of pay apply. Those University employees who are not on the State scales of pay (eg. Those on UGC/AICTE scale of pay) will get other benefits and allowances at the revised rates if they were entitled to such benefits and allowances before implementation of this order. Para 25 of this Order is applicable to Part-Time Contingent employees and Para 26 is applicable to Casual Sweepers. Part-Time Contingent employees are eligible for only the benefits provided under Para 25 of this Order.

**Rules for fixation of pay consequent to promotion and other appointments (Rule 28 A and 37 (a) Part I KSR)**

28. The existing method of fixation of pay for promotions contemplated under Rule 28 A Part I KSR will be continued for fixation in revised scales also. Accordingly, where an officer holding a post in a substantive, temporary or officiating capacity is promoted or

appointed in a substantive, temporary or officiating capacity to another post carrying a higher time-scale of pay, his initial pay in the higher time-scale of pay, shall be fixed at the stage next above the pay notionally arrived at in the lower time-scale of pay by increasing the actual pay drawn by him in the lower time-scale by one increment. A re-fixation of pay will be allowed whenever there is a change of pay in the lower time-scale. Fixation of pay will be done as above in respect of promotions / appointments taking effect from that date onwards. However, Rule 28 A Part I will not apply to promotions/appointments to posts carrying higher time scale of pay, the minimum of which exceeds Rs.95600. In such cases fixation will be allowed under Rule 37 (a), Part I KSRs.

29. In all cases of Time Bound Higher Grade promotions to higher scales of pay, the existing practice of fixation of pay under Rule 28 A Part I KSRs will continue without the option facility. Detailed guidelines for fixation of pay are shown in Annexure II.

30. In all cases of regular promotions from time bound grades to posts (equivalent to that of the grade post) carrying the same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rule 30 Part I KSRs. The next increment in the same or higher scale will fall due on the date of increment in the time bound grade scale.

31. Where promotion / appointment by transfer to posts happen to have the same scale of pay of the feeder category posts, one advance increment will be granted to the incumbents appointed by promotion or by transfer to posts carrying the same scale of pay as the feeder category posts without prejudice to the normal increments. However, if there are two or more consecutive promotion posts / by-transfer appointments to posts on the same or identical scale of pay, the benefit of advance increment will be limited to the first promotion only, with effect from 01.04.2021. This advance increment will not be granted in the case of promotion from time bound higher grade to a regular promotion post in the same scale of pay and in the case of appointment to interchangeable posts in the same scale of pay. This will take effect from 01.07.2019.

32. In the case of an officer who was promoted prior to 01.07.2019 and enjoyed the benefit of fixation of pay under Rule 28 A Part I KSRs, the benefit of re-fixation of pay on the normal increment date due after 01.07.2019 will be allowed in the revised scales.

### **Date of Effect**

33. The date of effect of the revised scales of pay will be 01/07/2019. The date of effect of revised rates of monthly allowances will be 01/03/2021. Modified ratio / percentage based higher grade promotions, other periodical allowances including Uniform allowance, Footwear allowances etc. will have effect from 01/04/2021. Revised Time Bound Higher Grade Scheme will be applicable w.e.f 01/04/2021. Revised rates of Travelling Allowance will have effect from 01/03/2021. The Charge Allowance in the revised scale will have effect from 01/03/2021.

## **Arrears**

34. Arrears on account of pay revision will be credited to the PF Account of employees in four instalments each at 25% on 01.04.2023, 01.10.2023, 01.04.2024 and 01.10.2024. The arrears on Dearness Allowance at the rate of 4% w.e.f 01.01.2020 to 30.06.2020 and 7% w.e.f 01.07.2020 to 28.02.2021 will be credited to the PF Account. The amounts so credited to PF Account will not be allowed to withdraw prior to 31.03.2024. 50% of the amounts so credited in to the PF Account could be withdrawn after 01.04.2024 and full amount could be withdrawn only after 01.04.2025. The pay of all employees will be fixed in accordance with these orders by the officers who draw and disburse their salary and got verified by the Finance Officers concerned of each University. Their pay fixation statement should be pasted in the Service Book after countersignature by the Drawing Officer.

35. (1) Leave salary/Pension contribution based on the pay in the revised scale of pay will be recovered from 01/07/2019. Foreign employers will arrange the remittance at the revised rates from 01/07/2019.

(2) In the case of employees who come under National Pension System, the arrears of pay revision from 01.07.2019 to 28.02.2021 shall be credited to the PF accounts of employees after deducting 10% of pay revision arrears from each instalment as NPS contribution.

36. Omissions/errors/inclusion of new category (temporary posts) if any, in respect of posts or scales of pay indicated in Annexure X to this Order should be reported to Government by the Registrars of the Universities within a month positively from the date of this Order with relevant supporting documents for timely rectification. The Registrars of the Universities will be held responsible for any lapse in this regard.

37. The Registrars and other officers will check all cases of fixation of pay in the revised scales and indicate in the Service Books the fact of having checked the pay fixation. In case, where fixation or grant of higher grade or payment of increased benefits is found to be incorrect, the inspecting officer should record the same in the Service Books concerned and instructions should be given to officers concerned to rectify the defects. In the universities where there are arrangements for audit by State Audit Department, the audit team shall review fixation of pay, verify the entries in the Service Book and record therein that such verification has been done.

## **Recovery of excess payment**

38. Recoveries will be insisted upon where overpayments are made. In order to facilitate recovery, it may be ensured that all employees have furnished undertaking as prescribed in G.O(P)No.169/2019/Fin dated 13/12/2019 (Annexure V). If an officer competent to authorize pay under these orders or approve/countersign the pay fixation has any doubt regarding the application of these orders, he shall seek clarification of the Pay Revision Cell in the Finance Department in Government with all relevant details before approving the pay fixation and disbursing the pay.

39. Revised classification of University employees into Group A, Group B, Group C and Group D based on the revised scales of pay is shown in Annexure IX.

(By order of the Governor)  
**RAJESH KUMAR SINGH IAS**  
ADDITIONAL CHIEF SECRETARY

To

The Principal Accountant General (A&E), Kerala, Thiruvananthapuram.

The Principal Accountant General (G&SSA) Kerala, Thiruvananthapuram

The Accountant General (E&RSA) Kerala, Thiruvananthapuram

All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government

Higher Education Department

The Director, Kerala State Audit Department, Thiruvananthapuram (with C.L)

The Registrar, University of Kerala / Cochin / Calicut / M.G / Kannur / Sanskrit / Veterinary/ Agriculture / Malayalam / Health / Fisheries / APJ Abdulkalam (with C.L)

The Private Secretaries to Chief Minister and Other Ministers

The Private Secretaries to Speaker, Deputy Speaker, The Leader of Opposition and Government Chief Whip

Director of Public Relations, Thiruvananthapuram

The Secretary to Governor

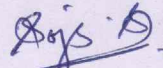
The Director of Treasuries, Thiruvananthapuram

The District Treasuries/Sub Treasuries

The Nodal Officer, [www.finance.kerala.gov.in](http://www.finance.kerala.gov.in)

Stock File (E-1714921)

Forwarded /By order



Section Officer

**Existing and Revised Scales of Pay**

<b>Scale No.</b>	<b>Existing Scales of Pay</b>	<b>Revised Scales of Pay</b>
<b>S1</b>	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-35700	23000-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-50200
<b>S2</b>	17000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500	23700-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600
<b>S3</b>	17500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-39500	24400-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-55200
<b>S4</b>	18000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-41500	25100-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-57900
<b>S5</b>	19000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-43600	26500-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700
<b>S6</b>	20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-45800	27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-63700
<b>S7</b>	22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000	31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-66800
<b>S8</b>	25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000	35600-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-75400
<b>S9</b>	26500-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-56700	37400-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000
<b>S10</b>	27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400	39300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-83000

<b>S11</b>	29200-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-62400	41300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-87000
<b>S12</b>	30700-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400	43400-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-91200
<b>S13</b>	32300-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-68700	45600-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-95600
<b>S14</b>	35700-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-75600	50200-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-105300
<b>S15</b>	36600-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-79200	51400-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-110300
<b>S16</b>	39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-83000	55200-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300
<b>S17</b>	40500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-85000	56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-118100
<b>S18</b>	42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-87000	59300-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-120900
<b>S19</b>	45800-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-89000	63700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-123700
<b>S20</b>	55350-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-101400	77200-1800-79000-2000-89000-2200-97800-2500-115300-2800-140500
<b>S21</b>	60900-1500-65400-1650-72000-1800-81000-2000-97000-2200-103600	85000-2000-89000-2200-97800-2500-115300-2800-140500-3100-143600
<b>S22</b>	68700-1650-72000-1800-81000-2000-97000-2200-108000-2400-110400	95600-2200-97800-2500-115300-2800-140500-3100-149800-3400-153200

<b>S23</b>	77400-1800-81000-2000-97000-2200-108000-2400-115200	107800-2500-115300-2800-140500-3100-149800-3400-160000
<b>S24</b>	81000-2000-97000-2200-108000-2400-117600	112800-2500-115300-2800- 140500-3100-149800-3400-163400
<b>S25</b>	85000-2000-97000-2200-108000-2400-117600	118100-2800-140500-3100- 149800-3400-163400
<b>S26</b>	89000-2000-97000-2200-108000-2400-120000	123700-2800-140500-3100-149800-3400-166800
<b>S27</b>	93000-2000-97000-2200-108000-2400-120000	129300-2800-140500-3100-149800-3400-166800
<b>Master Scale</b>	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-108000-2400-120000	23000-700-27900-800-31100-900-38300-1000-42300-1100-47800-1200-52600-1300-56500-1400-60700-1500-65200-1600-70000-1800-79000-2000-89000-2200-97800-2500-115300-2800-140500-3100-149800-3400-166800

**Rules for Fixation in the Revised Scales of Pay**

1. The revised scales of pay will come into force with effect from 01/07/2019.
2. All employees who were in service as on 01/07/2019 shall come over to the revised scale of pay with effect from 01/07/2019. There will be no option facility to elect another date for pay revision.
3. The pay in the revised scale as on 01/07/2019 will be the corresponding revised pay stage of pre revised pay as provided in Annexure III. However, if the corresponding revised stage is less than the minimum of the revised scale of the post, the pay will be fixed at the minimum. There will be no fixation exercise for calculation of revised pay as done in previous pay revisions.
4. In cases where the existing pay as on 01/07/2019 is retrospectively changed after 01/07/2019 for any reason, the pay so changed will be revised as provided in Annexure III.
5. All appointments and promotions made on or after 01/07/2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.

**Existing emoluments**

6. The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01/07/2019 in the existing scale of pay. Increments, if any, accrued on 01/07/2019 will also be reckoned.
7. Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01/07/2019.
8. In cases where Personal pay is existing in the pre revised scale of pay, revised pay stage in the revised scales shall be arrived at based on the pre revised basic pay only. After arriving at the revised pay stage, existing Personal pay will be revised by multiplying it with the factor of 1.28 and the result will be rounded off to the next multiple of ₹100. If the amount so obtained is equal to or greater than the amount of increment(s) next above the pay fixed in the revised scale, an amount of Personal pay equal to the sum of increment(s) in the revised scales of pay will be subsumed into the basic pay in the revised scale of pay. The remaining portion of Personal pay, if any, after subsumed into basic pay will be continued in the revised scales as Personal pay. In other cases where the revised Personal pay as arrived at above is less than an increment, the Personal pay will be continued as such in the revised scale without absorption in future increase in pay.



9. Residuary Pay existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. The existing Residuary Pay in the pre-revised scale will be multiplied by a factor of 1.28 and the result will be rounded to the next multiple of ₹10. The Residuary Pay so fixed will be retained in the revised scale and the existing conditions of payment will continue.

10. Special Pay existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. The existing Special Pay in the pre-revised scale will be multiplied by a factor of 1.28 and the result will be rounded to the next multiple of ₹10. The Special Pay so fixed will be retained in the revised pay scales provided such Special Pay is not available in the revised pay scale.

11. Stagnation increment existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increments in the scale.

12. In the case of an employee enjoying Personal pay, Special pay and Stagnation increment at the same time in the pre-revised pay structure, Special pay and Personal pay will be retained in the revised pay structure, each multiplied by a factor of 1.28 and rounded to the next multiple of ₹10. But Stagnation increment will be retained as provided under Rule 11.

13. If the amount arrived by multiplication of Personal pay and Special pay by the factor provided is a multiple of ₹10 or ₹100 as the case may be, the amounts will not be rounded off to the next multiple.

14. **Date of next increment** - The existing date of increment shall not undergo any change. In all cases where the minimum of the scale of pay of an employee is greater than the pay stage eligible with effect from 01/07/2019 in accordance with Annexure III, the date of next increment will be on completion of one year of service from that date.

15. In the case of an Officer who is on deputation/ foreign service and has opted for the pay of the deputation post or is on leave without allowances or is under suspension as on 01.07.2019, his pay will be fixed under these rules on the date of his rejoining duty on the basis of pay last drawn immediately before 01.07.2019. In cases where the officer on deputation/ foreign service as on 01.07.2019 has opted for the grade pay and allowances of his cadre post, he will be allowed revised pay as if he were continuing in his parent department.

16. In the case of employees who are continuing on LWA on 01/07/2019, their pay will be fixed in the revised scale as on the date of return from leave on the basis of pay last drawn before entering on leave. However, if LWA is granted under Rule 91A Part I KSRs or on Medical Certificate to an Officer, both of which qualify for increment under Rule 33(b)(2) KSR, Part I, the pay of such an officer will be fixed on the date of return from leave by counting the increment accrued on 01.07.2019.

17. Provisional employees recruited through employment exchanges who were in service on 30/06/2019 and continued thereafter shall be eligible only for the minimum of the revised scale of pay with effect from 01/07/2019.

18. An employee whose increment is withheld for want of declaration of probation as on 01/07/2019 will be allowed the benefit of pay revision on the basis of the pay actually drawn as on 01/07/2019 and he will continue on that pay till the date of effect of declaration of probation. The pay so fixed will be revised to the corresponding stage in accordance with Annexure III on declaration of probation, notionally counting the increment accrued but withheld. Monetary benefit of revision of fixation will be admissible only from the effective date of declaration of probation. He will draw his next increment on the normal date.

19. Regular employees who have got a new appointment either through by transfer or by PSC appointment, for which pre service training with stipend is mandatory and the employees were on such training as on 01/07/2019, their pay on 01/07/2019 will be revised based on the actual pay drawn in the former post prior to 01/07/2019, and after completion of such training, pay in the new post will be fixed as per the relevant rules in KSR on the date of assuming duty in the new post.

20. Stagnation increment– The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed maximum of the Master scale.

Suitable illustrations for the above Rules are provided under Annexure IV.

## Stage to Stage Fixation Table

Stage No.	Existing Pay Stage (₹)	Revised Pay Stage (₹)	Stage No.	Existing Pay Stage (₹)	Revised Pay Stage (₹)	Stage No.	Existing Pay Stage (₹)	Revised Pay Stage (₹)
1	2	3	1	2	3	1	2	3
1	16500	23000	29	33900	47800	57	67050	93400
2	17000	23700	30	34800	49000	58	68700	95600
3	17500	24400	31	35700	50200	59	70350	97800
4	18000	25100	32	36600	51400	60	72000	100300
5	18500	25800	33	37500	52600	61	73800	102800
6	19000	26500	34	38500	53900	62	75600	105300
7	19500	27200	35	39500	55200	63	77400	107800
8	20000	27900	36	40500	56500	64	79200	110300
9	20550	28700	37	41500	57900	65	81000	112800
10	21100	29500	38	42500	59300	66	83000	115300
11	21650	30300	39	43600	60700	67	85000	118100
12	22200	31100	40	44700	62200	68	87000	120900
13	22800	32000	41	45800	63700	69	89000	123700
14	23400	32900	42	46900	65200	70	91000	126500
15	24000	33800	43	48000	66800	71	93000	129300
16	24600	34700	44	49200	68400	72	95000	132100
17	25200	35600	45	50400	70000	73	97000	134900
18	25850	36500	46	51600	71800	74	99200	137700

19	26500	37400	47	52800	73600	75	101400	140500
20	27150	38300	48	54000	75400	76	103600	143600
21	27800	39300	49	55350	77200	77	105800	146700
22	28500	40300	50	56700	79000	78	108000	149800
23	29200	41300	51	58050	81000	79	110400	153200
24	29900	42300	52	59400	83000	80	112800	156600
25	30700	43400	53	60900	85000	81	115200	160000
26	31500	44500	54	62400	87000	82	117600	163400
27	32300	45600	55	63900	89000	83	120000	166800
28	33100	46700	56	65400	91200			

**Illustrations for Rules of Fixation****Rule 4**

**Case I.** If the pre-revised pay of an employee on 01.07.2019 is ₹ 27150 in the scale of pay of ₹ 20000-45800, his pay undergoes following changes after 01.07.2019.

01.08.2019 (Increment)-Pay raised to ₹ 27800

01.12.2019 (Promotion to a post with scale of pay (₹25200-54000)- Pay fixed at ₹29200 (Rule 28A Part I KSR)

01.08.2020 (Increment)- Pay raised to ₹29900

Next Increment-01.08.2021

His pay in the revised scale of pay ₹27900-63700 is fixed as follows:

<b>Date</b>	<b>Pay Stage in the Pre-revised Scale</b>	<b>Pay Stage in the Revised Scale</b>
01.07.2019	27150	38300
01.08.2019	27800	39300
01.12.2019	29200 (Rule 28A Part I KSR)	41300 (Rule28A Part I KSR)
01.08.2020	29900 (Re-fixation)	42300(Re-fixation)

**Case II.** An employee in the scale of pay of ₹42500-87000 who was drawing ₹65400 w.e.f. 01.05.2019 (increment date) and he was drawing pay of ₹67050 w.e.f. 01.05.2020. Suppose his pre-revised pay on 01.07.2019 has been retrospectively changed by a ratio promotion w.e.f. 28.06.2019 as per Order dated 01.07.2021. Consequent on the retrospective promotion, his pay was fixed at ₹68700 in the scale of pay of ₹45800-89000 and he is eligible for re-fixation on 01.05.2020, on the date of increment in the lower scale. His pay on and after 01.07.2019 will be regulated as follows:

Initial fixation to Revised Pay Scales.

<b>Date</b>	<b>Pre-revised Pay Stage &amp; Pre-revised Scale of Pay</b>	<b>Revised Pay Stage &amp; Revised Scale of Pay</b>
01.07.2019	65400 (42500-87000)	91200 (59300-120900)
01.05.2020	67050(Increment)	93400(Increment)
01.05.2021	68700(Increment)	95600(Increment)

Revised Fixation on 01.07.2021(by virtue of order dated 01.07.2021)

<b>Date</b>	<b>Pre-revised Pay Stage &amp; Pre-revised Scale of Pay</b>	<b>Revised Pay Stage &amp; Revised Scale of Pay</b>
01.07.2019	68700 (45800-89000)	95600(63700-123700)
01.05.2020	70350 (Re-fixation under Rule 28A)	97800 (Re-fixation under Rule 28A)
01.05.2021		100300(Increment)

**Case III.** An employee in the scale of pay of ₹42500-87000 who was drawing ₹65400 w.e.f. 01.05.2019 (increment date) has been awarded with a punishment of barring two increments without cumulative effect by an order dated 18.08.2019. His pay in the revised scale of pay of ₹59300-120900 will be regulated as follows:

<b>Date</b>	<b>Pay Stage in the Pre-revised Scale</b>	<b>Pay Stage in the Pre-revised Scale</b>
01.07.2019	65400	91200
18.08.2019	65400	91200
01.05.2020	65400	91200 (1 <sup>st</sup> increment in the Revised Scale barred)
01.05.2021	65400	91200 (2 <sup>nd</sup> increment barred)
01.05.2022	70350	97800 (Normal increment sanctioned and barred increments restored)

**Case IV.** If the increment barred in the above case is with cumulative effect. His pay in the revised scale of pay of ₹59300-120900 will be regulated as follows:

<b>Date</b>	<b>Pay Stage in the Pre-revised Scale</b>	<b>Pay Stage in the Revised Scale</b>
01.07.2019	65400	91200
18.08.2019	65400	91200
01.05.2020	65400	91200 (1 <sup>st</sup> increment in the revised scale barred)
01.05.2021	65400	91200 (2 <sup>nd</sup> increment barred)
01.05.2022	67050	93400 (Normal increment sanctioned )

### Rule 8

**Case I.** An employee in the scale of pay of ₹29200-62400 was drawing ₹54000 + ₹1500 PP w.e.f. 01.05.2019. His pay in the revised scale of pay of ₹41300-87000 will be regulated as follows:

<b>Date</b>	<b>Pay Stage in the Pre-revised Scale</b>	<b>Pay Stage in the Revised Scale</b>
01.07.2019	54000+1500PP	75400(Revised stage of ₹54000/-)  Revised PP-₹ 1500x1.28=₹ 1920 Next Multiple of 100=₹ 2000  Next Increment after ₹ 75400 is ₹ 1800  Pay stepped up to ₹ 77200  Balance amount ₹ 200 will be protected as PP, which will not be absorbed in future increase in pay.
01.05.2020	55350+1500PP	79000+200PP

**Case II.** An employee in the scale of pay of ₹29200-62400 was drawing ₹54000 + ₹1100 PP w.e.f. 01.05.2019. His pay in the revised scale of pay of ₹41300-87000 will be regulated as follows:

<b>Date</b>	<b>Pay Stage in the Pre-revised Scale</b>	<b>Pay Stage in the Revised Scale</b>
01.07.2019	54000+1100PP	75400(Revised stage of ₹ 54000/-)  ₹ 1100x1.28=₹ 1408  Next Multiple of 100=₹ 1500 (It is less than the next increment above ₹ 75400 )  Hence no step up in pay will be given and his pay will be ₹ 75400+1500PP. The PP will not be absorbed in future increase in pay
01.05.2020	55350+1100PP	₹ 77200+1500 PP

**Rule 9**

An employee in the scale of pay of ₹89000-120000 is drawing basic pay ₹120000 and Residuary Pay ₹4500 w.e.f. 01.07.2014, his pay in the revised scale of pay of ₹123700-166800 as on 01.07.2019 will be ₹166800. His Residuary Pay in the revised scale will be ₹5760 (1.28x4500=5760)

**Rule 10**

An employee in the scale of pay of ₹60900-103600 is drawing basic pay ₹97000 and Special Pay of ₹1300 in lieu of higher time scale w.e.f. 01.5.2019, his pay in the revised scale of pay of ₹85000-143600 as on 01.07.2019 will be ₹134900. His Special Pay in the revised scale will be ₹1670 (1.28x1300=1664 rounded to 1670).

**Rule 11**

An employee in the scale of pay of ₹18000-41500 is drawing two stagnation increments w.e.f. 01.05.2019. His pay in the revised scale of pay of ₹25100-57900 will be regulated as follows:

<b>Date</b>	<b>Pay Stage in the Pre-revised Scale</b>	<b>Pay Stage in the Revised Scale</b>
01.07.2019	41500+₹ 2000 SI (2)	Revised pay stage of ₹41500 is ₹57900, last increment rate in the scale of pay of ₹25100-57900 is ₹1400. Hence his revised pay will be ₹ 57900+2800 SI(2)



01.05.2020	41500+₹ 3000 SI(3)	57900+₹ 4200 SI (3)
01.05.2021	41500+₹ 4000 SI (4)	57900+₹ 5600 SI (4)
01.05.2022	41500+₹ 4000 SI (4)	57900+₹ 5600 SI(4)
01.05.2023	41500+₹ 5000 SI(5) 5 <sup>th</sup> Stagnation Increment (biennial)	57900+₹ 7000 SI(5) 5 <sup>th</sup> Stagnation Increment (biennial)
01.05.2024	41500+₹ 5000 SI(5) No further stagnation increments	57900+₹ 7000 SI(5) No further stagnation increments

### Rule 12

An employee in the scale of pay of ₹18000-41500 is drawing two stagnation increments and personal pay of ₹800 w.e.f. 01.05.2019. His pay in the revised scale of pay of ₹25100-57900 will be regulated as follows:

Date	Pay Stage in the Pre-revised Scale	Pay Stage in the Revised Scale
01.07.2019	41500+800 PP+₹ 2000 SI(2)	Revised pay stage of ₹ 41500 is ₹ 57900; Last increment rate in the scale of pay of ₹ 25100-57900 is ₹ 1400. Hence his revised pay will be ₹ 57900+2800 SI(2)+1100 PP(800 X 1.28=1024, rounded to 1100)
01.05.2020	41500+800 PP+₹ 3000 SI(3)	57900+1100 PP+₹ 4200 SI (3)
01.05.2021	41500+800 PP+₹ 4000 SI(4)	57900+1100 PP+₹ 5600 SI (4)
01.05.2022	41500+800 PP+₹ 4000 SI (4)	57900+1100 PP+₹ 5600 SI(4)
01.05.2023	41500+800 PP+₹ 5000 SI(5) 5 <sup>th</sup> Stagnation Increment (biennial)	57900+1100 PP+₹ 7000 SI(5) 5 <sup>th</sup> Stagnation Increment (biennial)
01.05.2024	41500+800 PP+₹ 5000 SI(5) No further stagnation increments	57900+1100 PP+₹ 7000 SI(5) No further stagnation increments

**Rule 14**

In the case of three employees A, B and C was drawing ₹23400, ₹24600 and ₹25200 w.e.f. 01.08.2018, 01.09.2018 and 01.09.2019 in the pre-revised scale of pay of ₹22200-48000. The scale of pay of their posts was given upgradation in the scale of pay in this pay revision to ₹ 25200-54000. The pay of three employees in the revised scale of pay of ₹ 35600-75400 are regulated as follows:

**Employee A**

<b>Date</b>	<b>Pay Stage in the Pre-revised Scale</b>	<b>Corresponding Revised Stage</b>	<b>Pay fixed in the Revised scale</b>
01.07.2019	23400	32900	35600
01.08.2019	24000	33800	35600 (Increment will not be given on 01.08.19 since his pay in the revised scale was fixed on 01.07.2019 at a higher stage than corresponding stage in the Stage to Stage Fixation Table under Annexure III)
01.07.2020	24000 (No change)	33800	36500 (Next increment on completion of one year from 01.07.2019)
01.07.2021	24600 (w.e.f. 01.08.2020)	34700	37400 (Next increment)

**Employee B**

<b>Date</b>	<b>Pay Stage in the Pre-revised Scale</b>	<b>Corresponding Revised Stage</b>	<b>Pay fixed in the Revised Scale</b>
01.07.2019	24600	34700	35600

01.09.2019	25200	35600	35600 (Increment will not be given on 01.09.19 since his pay in the revised scale was fixed on 01.07.2019 at a higher stage than corresponding stage in the Stage to Stage Fixation Table under Annexure III)
01.07.2020	25200 (No change)	35600	36500 (Next increment on completion of one year from 01.07.2019)
01.07.2021	25850 (w.e.f.01.09.2020)	36500	37400 (Next increment)

**Employee C**

<b>Date</b>	<b>Pay Stage in the Pre-revised Scale</b>	<b>Corresponding Revised Stage</b>	<b>Pay fixed in the Revised scale</b>
01/07/2019	25200	35600	35600
01/09/2019	25850	36500	36500 (Increment will be given in the due date)
01/09/2020	26500	37400	37400 (Next increment)

**Undertaking**  
**(vide G.O (P) No. 169/2019/Fin Dated 13/12/2019)**

I hereby undertake that in the event of my pay, leave salary or pension or any other item having been fixed in a manner contrary to the provisions contained in the rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payment due to me or in cash.

Date:

Place:

Signature:

Name:

Designation:

PEN:

Countersignature of Drawing and Disbursing officer/Head of office with date

Name:

Designation:

PEN:

**SCHEME OF TIME BOUND HIGHER GRADE PROMOTION**

1. Employees who remain in their entry posts in the scales of pay ranging from ₹23000-50200 to ₹85000-143600 will be given higher grades as mentioned below on completion of following specified periods of service in their posts in the scales of pay mentioned in the tables, subjects to para 7 below.

- (1) The first TBHG on completion of 8 years of service in the entry post.
- (2) The second TBHG on completion of 15 years of service in the entry post and the first regular promotion post/ Time Bound Higher Grade taken together.
- (3) The third TBHG on completion of 22 years of total service in the entry post and regular promotion post(s)/ Time Bound Higher Grade(s) taken together.
- (4) The fourth TBHG on completion of 27 years of total service in the entry post and regular promotion post(s)/ Time Bound Higher Grade(s) taken together.

2. Employees who remain in their entry posts in the scales of pay ranging from ₹23000-50200 to ₹27900-63700 will be given four Higher Grades on completion of 8,15,22 and 27 years of service. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

**TABLE – I**

<b>Revised scale of pay in the entry post</b>	<b>1<sup>st</sup> TBHG in the entry post</b>	<b>2<sup>nd</sup> TBHG</b>	<b>3<sup>rd</sup> TBHG</b>	<b>4<sup>th</sup> TBHG</b>
23000-50200	23700-52600	24400-55200	26500-60700	27900-63700
23700-52600	24400-55200	25100-57900	26500-60700	27900-63700
24400-55200	25100-57900	26500-60700	27900-63700	31100-66800
25100-57900	26500-60700	31100-66800	37400-79000	39300-83000
26500-60700	31100-66800	37400-79000	39300-83000	43400-91200
27900-63700	31100-66800	37400-79000	39300-83000	43400-91200

3. Employees who remain in their entry posts in the scales of pay ranging from ₹31100-66800 to ₹39300-83000 will be given three Higher Grades on completion of 8,15 and 22 years of total service in the entry post and first promotion post/ higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

**TABLE – II**

<b>Revised scale of pay in the entry post</b>	<b>1<sup>st</sup> TBHG in the entry post</b>	<b>2<sup>nd</sup> TBHG</b>	<b>3<sup>rd</sup> TBHG</b>
31100-66800	35600-75400	37400-79000	43400-91200
35600-75400	37400-79000	43400-91200	45600-95600
37400-79000	39300-83000	43400-91200	45600-95600
39300-83000	43400-91200	50200-105300	51400-110300

4. Employees who remain in their entry posts in the scales of pay ranging from ₹41300-87000 to ₹56500-118100 will be given two Higher Grades on completion of 8 and 15 years of total service in the entry post and first promotion post/ higher grade taken together. The scales of pay on TBHG will be as specified in the following table, subject to para 7 below.

**TABLE – III**

<b>Revised scale of pay in the entry post</b>	<b>1<sup>st</sup> TBHG in the entry post</b>	<b>2<sup>nd</sup> TBHG</b>
41300-87000	45600-95600	51400-110300
43400-91200	50200-105300	55200-115300
45600-95600	50200-105300	55200-115300
50200-105300	55200-115300	59300-120900
51400-110300	55200-115300	59300-120900
55200-115300	59300-120900	63700-123700
56500-118100	59300-120900	63700-123700

5. Employees who remain in their entry posts in the scales of pay ₹59300-120900 to ₹85000-143600 will be granted higher grade promotions in the scale of pay as shown below on completion of 8 years of service, subject to para 7 below.

**TABLE IV**

<b>Revised pay scale in the entry post</b>	<b>TBHG for 8 years of service in the entry post</b>
59300-120900	63700-123700
63700-123700	77200-140500
77200-140500	95600-153200
85000-143600	95600-153200

6. For incumbents in the posts on scales of pay above ₹85000-143600, no TBHG will be allowed.
7. If there is a regular promotion post (including ratio promotion post) in respect of the categories of posts (entry) coming under pay range from ₹23000- 50200 to ₹45600-95600 and its scale of pay is higher than the Time Bound Higher Grade proposed above, then the qualified incumbent will be given the scale of pay of the regular promotion post in the direct line of promotion as Time Bound Higher Grade scale. Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the Standard Scales of Pay under Annexure I.
8. The benefit of scale of pay of promotion posts is limited to non-gazetted entry posts in the entry scales of pay ranging from ₹23000-50200 to ₹45600-95600. Among the categories in Table III, those coming under the pay scales ranging from ₹50200-105300 to ₹56500-118100 will be allowed TBHG as specified in the Table.
9. If an officer is granted 1<sup>st</sup> or 2<sup>nd</sup> TBHG in the entry scale of pay of ₹50200- 105300 or above by virtue of the provision for eligibility of scale of pay of promotion posts, further TBHG will not be given in the scales of pay of promotion posts. In such cases, further TBHGs will be given in the scales of pay provided in the Table III only. If the 1<sup>st</sup> or 2<sup>nd</sup> TBHG scale of pay sanctioned to an officer is higher than the scale of pay for next higher grades in the table, the scale of pay next above the existing grade scale of the incumbent in the list of standard scales will be given.
10. In the orders sanctioning TBHGs in the scale of pay of the promotion post in the direct line, the relevant rules which prescribe the method of appointment and qualification of the post, the scale of pay of which is given as the TBHG to the incumbent, shall be mentioned. If such rules/ orders are not available, grades will be sanctioned in the scale of pay specified in the Table concerned.
11. If an officer had been granted regular promotion to a post on a lower scale of pay than that proposed in the Table, before completion of the prescribed qualifying service required for TBHG, the scale of pay of TBHG specified in the Table will be given on completion of prescribed years of qualifying service for getting TBHG by reckoning the total service in both the lower post and promotion post taken together. In such cases the fixation under Rule 30, Part I KSR will be admissible and the next increment will be allowed on the normal increment date in the earlier promoted post.
12. In all cases of regular promotions from Time Bound Higher Grades to post (equivalent to that of the grade post) carrying the same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rule 30, Part I KSR. The next increment in the same or higher scale will fall due on the date of increment in the Time Bound Higher Grade post. This is applicable only to an officer promoted from Time bound Higher Grade to the equivalent regular promotion post on the same or higher scale of pay which is in the regular line of promotion of the post held by him. In the case of an officer promoted or appointed 'by transfer' to a post which is not equivalent to the Time Bound Higher Grade

enjoyed by him and carries lower, same or higher scale of pay, fixation of pay will be made under the appropriate rules of fixation of pay in KSRs.

13. In the case of an employee enjoying the Time Bound Higher Grade Promotion in the pre-revised grade scale, his pay revision shall be done in the eligible Time Bound Higher Grade scale.

For eg:- Suppose there are two posts 'A' and 'B' - with 'B' as the immediate regular promotion post of 'A'. The pre-revised scale of pay of the post 'B' was ₹26500-56700. The corresponding revised scale of pay of this scale is ₹37400-79000. Suppose, the post of 'B' is placed in the revised scale of pay ₹39300-83000 by giving one level upgradation in scale of pay in this pay revision. The post 'A' was given 1<sup>st</sup> TBHG in the pre-revised scale of pay of 'B' [₹ 26500-56700] prior to 01.07.2019, Para 13 provides that the pay of the post 'A' should be revised in the revised scale of pay of ₹ 39300-83000, and not in the corresponding revised scale of pay of his existing scale of ₹ 26500-56700 i.e., 37400-79000".

14. In the case of Time Bound Higher Grade promotion, the pay in the higher time scale will be fixed in terms of Rule 28 A Part I KSR i.e. one notional increment will be given and thereafter the pay in the higher grade scale will be fixed at the next stage above the pay in the lower time scale, arrived after adding notional increment, as on the date of the higher grade promotion. However, he will draw his next increment in the grade scale on the date he would have drawn his normal increment in the lower scale. But in the case of an officer who got the benefit of more than two increments on account of fixation of pay on sanction of higher grade, he will draw his next increment on completion of one year service in the grade scale. There will not be any option to elect a convenient date for sanction of TBHG and the fixation on Time Bound Higher Grade Promotion shall be done on the due date itself.

15. In the matter of determination of scales of pay of TBHG on 2<sup>nd</sup> / 3<sup>rd</sup> / 4<sup>th</sup> TBHG(s), in cases where the existing scale of pay of an incumbent by virtue of his first/ second/third promotions/TBHG(s), is higher or equal to the respective grade scales provided for 2<sup>nd</sup> /3<sup>rd</sup> / 4<sup>th</sup> TBHG in the table provided, TBHG will be granted in the next higher scale of pay of the existing scale of pay of the incumbent in the list of standard scales of pay in Annexure 1 as illustrated below:

For eg., The scale of pay of post A is ₹31100-66800. The scale of pay of its 1<sup>st</sup> and 2<sup>nd</sup> promotion posts are B & C in the scales of pay ₹37400-79000 and ₹ 50200-105300. Hence the second TBHG of an entry cadre post A will be given in the scale of pay ₹50200-105300. Assume there is no further promotion posts above post C. As per TBHG table, the scale of pay applicable for 3<sup>rd</sup> TBHG to categories having entry scale of ₹ 31100-66800 is ₹43400-91200. In this case, the incumbent is already in the scale of pay of ₹50200-105300, but he has to be given 3<sup>rd</sup> TBHG and consequent fixation of pay as he has availed only two promotions in his entire service. In such cases the above clause will apply and the 3<sup>rd</sup> TBHG of the incumbent will be given in the next higher scale of pay of the second promotion post i.e., ₹51400-110300 in the list of standard scales.



16. The term 'entry post' shall be defined as the post to which an employee is initially appointed in University service by direct recruitment by the competent authority. Appointments made by "by transfer" from other categories will also be treated as equivalent to direct recruitment for allowing the benefit of Time Bound Higher Grade. In the case of an employee who has been initially appointed in one post in University gets appointment subsequently by direct recruitment (PSC) or by other means in another post in University, his entry post will be the newly appointed post, and in such cases Time Bound Higher Grade Promotion will be granted based on the new entry post only. Service in different posts having same scale will not be treated as qualifying service.

17. All promotions in the regular line of promotion from University Subordinate Service to University Service (e.g promotion as Section Officer from Assistant Section Officer) are also termed as 'by transfer' appointment. However, further Time Bound Higher Grade promotion will not be granted by reckoning the service in the promoted posts ( Section Officer) taken as entry post on analogy with by transfer appointment i.e., promotion to a post in the direct line of promotion in the University made on the basis of select list prepared by the Promotion Committee, will not be treated as direct recruitment for allowing the benefit of Time Bound Higher Grade. All appointment 'by transfer' except the promotions/appointments from University Subordinate Service to University Service as mentioned above will be treated as equivalent to direct recruitment for sanctioning Time Bound Higher Grade.

18. The service rendered in the entry post and reckoned for normal increments will be treated as the qualifying service for granting Time Bound Higher Grades in that post.

1. Following service period will be reckoned as qualifying service for TBHG:

- i. The period during which increment(s) are barred without cumulative effect.
- ii. Dies-non period

2. Following service period will not be reckoned as qualifying service for TBHG:

- i. Period of LWA, not reckoned for increment
- ii. Increment bar period with cumulative effect
- iii. Service not counted for increment as a punishment
- iv. The period of temporary relinquishment of promotion
- v. The period in which promotion is barred

19. Those who relinquish regular promotion, whether permanently or for specified periods, will not be given the benefit of Time Bound Higher Grade promotions. Similarly, an employee who got the benefit of Time Bound Higher Grade promotion will on no account be permitted to relinquish regular promotion to that grade either permanently or for specified periods.

20. Employees in the entry scales of pay of ₹23700-52600 and ₹24400-55200 will be eligible for reckoning their last grade service on ₹23000-50200 also for 3<sup>rd</sup> and 4<sup>th</sup> Time Bound Higher Grades. This benefit will not be allowed to 1<sup>st</sup> and 2<sup>nd</sup> Time Bound Higher Grades. However, the 4<sup>th</sup> TBHG will be given after completion of 5 years from the date of effect of 3<sup>rd</sup> TBHG promotion.

21. The general terms and conditions of TBHG promotions may be as follows:

1. Since promotions to the time bound higher grade posts are granted on the basis of completed years of service prescribed for each grade, after converting the existing lower post held by the employee to a post on higher scale of pay, there will be no resultant vacancy in the lower post to be filled up. The question of resultant vacancy arises only when the employee is promoted to a regular post in the same / higher scale in the usual manner. The Heads of Department / Appointing Authorities are empowered to fix higher grades strictly observing the provisions contained in orders issued by government. They are also empowered to convert the existing lower grade posts into higher grade posts for the purpose of accommodating the incumbents on higher grades. Number of time bound higher grade posts sanctioned in excess of that admissible will have to be adjusted against the regular vacancies arising in future. Promotions to time bound higher grade post will not confer seniority on the promotee. When timebound higher grades are granted, following designations will be given in the following three circumstances.

- i. TBHG on Scales of pay of promotion posts: The abbreviation 'TBHG- P' will be inserted with the existing designation of the employee within brackets.
- ii. TBHG on Table Scales: The abbreviation 'TBHG-T' will be inserted with the existing designation of the employee within brackets.
- iii. TBHG on unqualified Scales: The abbreviation 'TBHG-U' will be inserted with the existing designation of the employee within brackets.

2. On acquiring test qualification or on becoming eligible for permanent exemption from acquiring obligatory departmental test qualification in accordance with Rule 13B of the general rules of KS & SSR 1958, on attaining 50 years of age, they will be granted scale of pay of promotion post with fixation benefit as per government Decision under Rule 30 Part I KSR. Persons who are not eligible for permanent exemption by application of Rule 13B of KS & SSR, 1958 even on attaining 50 years of age shall not be eligible for the scale of pay of promotion post.

3. Provisional service will be reckoned for TBHG promotion only if the provisional service has been reckoned for increment in terms of Government Decision No.2 below Rule 33 Part I KSR.

4. Declaration of probation is not a necessary condition for sanction of time bound grade promotion.
5. Acquisition of test qualification for regular promotion post is not essential for granting time bound higher grade. But for sanctioning first increment in the time bound higher grade scale, declaration of probation period of the incumbent is necessary.
6. In the case of Last Grade Employees, their full-time service in the various categories of Last Grade Service (both in the regular and full time contingency service) in University will be reckoned as qualifying service in the Last Grade post for granting time bound higher grade. Broken periods of service in the Last Grade service (either in the regular service or in full time Contingency service) reckoned for the grant of normal increments will also be taken into account for purpose of calculating the qualifying service for grade promotions. Part time Service will not be reckoned as qualifying service for time bound higher grade promotions in the full-time posts.
7. In the case of employees on deputation to other departments, the period spent on deputation shall be treated as qualifying service for time bound higher grade with effect from 16.09.1985 irrespective of the scale of pay assigned to them in the deputation post (G.O.(P) 944/86/(117)/Fin dated 24.12.1986).
8. Time bound higher grade promotions will not be given for those who have relinquished / relinquish regular promotions. Before giving time bound higher grade promotions, an undertaking will be obtained from the officers concerned to the effect that he/she will not refuse the regular promotion as and when it becomes due.
9. Those who are promoted for short spells but reverted to lower post for want of vacancy and are continuing in the lower post, their service in the higher post will also be reckoned for computing the prescribed qualifying service for granting higher grade in the lower post. This order is applicable only to those employees promoted on regular basis but reverted to lower post for want of vacancy.
10. Those who got appointment to higher posts/regular promotion to higher posts with the benefit of 28A fixation within the period prescribed for grade promotion are not eligible for further time bound higher grade promotion during that period. In addition to the service reckoned for increment, the benefits of 28A fixation enjoyed by the employees within the period prescribed for each higher grade promotion shall also be taken into account for determining the eligibility for time bound higher grade promotion.
11. In the case of regular promotions from TBHG, if the fixation of pay made under Rule 30 Part I KSR increases basic pay of the incumbent by two or more increments, such promotions will be counted as promotions for the purpose of further TBHG.

22. Before granting TBHG promotions in scales of pay of promotion posts, an undertaking of willingness will be obtained to the effect that the employee would not opt any other channel of promotion by bypassing the normal line of promotion to the post the scale of pay which has been granted as TBHG. In the absence of such undertaking, time bound higher grade will not be given in the scale of pay of promotion post even if he is qualified for the promotion post. He will be given only the time bound higher grade in the scale of pay provided in the Tables.

**Annexure VII****Rules for Fixation in the Revised Scales of Pay of Part-Time Contingent employees**

The revised scales of pay will come into force with effect from 01/07/2019.

i. All employees who were in service as on 01/07/2019 shall come over to the revised scale of pay with effect from 01/07/2019.

ii. The pay in the revised scale as on 01/07/2019 will be the corresponding revised pay stage of pre revised pay as provided in Annexure VIII.

iii. In cases where the existing pay as on 01/07/2019 is retrospectively changed after 01/07/2019 for any reason the pay so changed will be revised as provided in Annexure VIII.

iv. All appointments made on or after 01/07/2019 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.

v. The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01/07/2019 in the existing scale of pay. Increments, if any, accruing on 01/07/2019 will also be reckoned.

vi. Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01/07/2019.

vii. Stagnation increment, if any, existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre- revised scale will be allowed in the revised scale at the rate of last increments in the scale.

viii. Date of Increment: The existing date of increment shall not undergo any change.

ix. In the case of an employee who is on Leave without Allowance or under suspension as on 01/07/2019, his/her pay will be fixed under these rules on the date of his/ her re-joining duty on the basis of pay last drawn immediately before 01/07/2019.

x .In the case of an employee who is continuing on LWA on 01/07/2019, his/her pay will be fixed in the revised scale as on the date of return from leave, on the basis of pay last drawn before entering on leave.

xi. Stagnation Increment: The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be three, out of which two will be annual and the third one biennial.

The existing scheme of granting one additional increment each on completion of qualifying service of 8, 15, 22 and 27 years will continue. The additional increment will be granted on completion of the prescribed qualifying service and it will not affect the normal increment dates.

**Stage to Stage Fixation Table for Part-Time Contingent employees**

<b>Category I</b>		<b>Category II</b>	
<b>Stages in the existing scale</b>	<b>Corresponding Stages in the revised scale</b>	<b>Stages in the existing scale</b>	<b>Corresponding Stages in the revised scale</b>
9340	13000	8200	11500
9560	13330	8400	11800
9780	13660	8600	12100
10000	13990	8800	12400
10220	14320	9000	12700
10440	14650	9200	13000
10660	14980	9400	13300
10880	15310	9600	13600
11100	15640	9800	13900
11340	15970	10000	14200
11580	16330	10220	14500
11820	16690	10440	14830
12060	17050	10660	15160
12300	17410	10880	15490
12560	17800	11100	15820
12820	18190	11340	16150
13080	18580	11580	1648

13340	18970	11820	16810
13600	19360	12060	17140
13900	19790	12300	17500
14200	20220	12560	17860
14500	20650	12820	18220
14800	21080	13080	18580
		13340	18940

**Classification of Officers into Group A, B, C & D**

<b>Group A</b>	<b>Group B</b>	<b>Group C</b>	<b>Group D</b>
<b>Revised Scale of Pay</b>	<b>Revised Scale of Pay</b>	<b>Revised Scale of Pay</b>	<b>Revised Scale of Pay</b>
77200-140500	50200-105300	23700-52600	23000-50200
85000-143600	51400-110300	24400-55200	
95600-153200	55200-115300	25100-57900	
107800-160000	56500-118100	26500-60700	
112800-163400	59300-120900	27900-63700	
118100-163400	63700-123700	31100-66800	
123700-166800		35600-75400	
129300-166800		37400-79000	
		39300-83000	
		41300-87000	
		43400-91200	
		45600-95600	



## 1. UNIVERSITY OF KERALA

	Post	Existing Scale of Pay	Revised Scale of Pay
	<b>UGC Scheme</b>		
	<b>Statutory Officers</b>		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations		
	Finance Officer		
	<b>Teaching Staff</b>		
	Professor	UGC	UGC
	Associate Professor		
	Assistant Professor		
	<b>Library</b>		
	University Librarian	UGC	UGC
	Deputy Librarian		
	Assistant Librarian		
	<b>Other Officers</b>		
	Director (Planning, Computer Centre, CDC, Physical Education)	UGC	UGC
	Assistant Director, Physical Education		
	<b>ADMINISTRATIVE STAFF</b>		
	Joint Registrar	85000-117600	118100-163400
	Deputy Registrar	77400-115200	107800-160000
a	Assistant Registrar H.G.	68700-110400	95600-153200
	Assistant Registrar	45800-89000	63700-123700
b	Section Officer H.G	40500-85000	56500-118100
	Section Officer	36600-79200	51400-110300
c	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
	Clerical Assistant	18000-41500	25100-57900

	Garden Maistry/ Duplicator Operator/ Roneo Operator/ Lab Assistant	18000-41500	25100-57900
a	Last Grade Employees (Peon/Office Attendant, Lascar, Packer, Oiling Asst., Animal House Attender etc.) HG	17000-37500	23700-52600
	Last Grade Employees (Peon/Office Attendant, Lascar, Packer, Oiling Asst., Animal House ,Attender etc.)	16500-35700	23000-50200
	<b>TECHNICAL STAFF IN THE TEACHING DEPARTMENTS</b>		
	Scientific Officer	55350-101400	77200-140500
	Technical Officer Grade I	42500-87000	59300-120900
	Technical Officer Grade II	40500-85000	56500-118100
	Technical Assistant	36600-79200	51400-110300
	<b>LIBRARY</b>		
d	Deputy Librarian (Non-UGC)	55350-101400	77200-140500
d	Assistant Librarian Grade I (Non-UGC)	42500-87000	59300-120900
	Asst. Librarian Grade II (Non-UGC)	39500-83000	55200-115300
	Reference Assistant	35700-75600	50200-105300
	Technical Assistant (Library)	32300-68700	45600-95600
	Library Assistant	27800-59400	39300-83000
	<b>COMPUTER WING</b>		
	System Manager	55350-101400	77200-140500
	System Analyst	55350-101400	77200-140500
	Programmer	42500-87000	59300-120900
	System Administrator	39500-83000	55200-115300
	Technical Officer (Computer Wing)	39500-83000	55200-115300
	<b>FAIR COPY WING</b>		
b	Office Superintendent (HG)	40500-85000	56500-118100
	Office Superintendent	36600-79200	51400-110300
e	Computer Assistant (Sel. Grade)	32300-68700	45600-95600
	Computer Assistant (Sr. grade)	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700

	<b>ENGINEERING/ TECHNICAL WING</b>		
	University Engineer	68700-110400	95600-153200
	Instrumentation Engineer	68700-110400	95600-153200
	Asst. Executive Engineer	40500-85000	56500-118100
	Junior Engineer /Scientist	39500-83000	55200-115300
	Asst.Engineer / Head Draftsman / Assistant Engineer (USIC) /Technical Officer (USIC)	39500-83000	55200-115300
	Divisional Accountant	35700-75600	50200-105300
b	Overseer Grade I	26500-56700	37400-79000
	Overseer Grade II (Electrical)	22200-48000	31100-66800
	Electrician Grade I	26500-56700	37400-79000
	Mechanic (USIC)/ Technician(USIC) / Mechanic Turner	25200-54000	35600-75400
i	Work Superintendent Grade II	19000-43600	26500-60700
	Plumber	18000-41500	25100-57900
	Pump Operator	18000-41500	25100-57900
	Line Helper	17000-37500	23700-52600
	<b>PRINTING PRESS</b>		
	Superintendent	45800-89000	63700-123700
	Assistant Superintendent	36600-79200	51400-110300
	General Foreman	32300-68700	45600-95600
	Senior Foreman	30700-65400	43400-91200
	Junior Foreman	29200-62400	41300-87000
f	Senior Proof Reader	30700-65400	43400-91200
	Proof Reader Grade I	29200-62400	41300-87000
	Proof Reader Grade II	27800-59400	39300-83000
f	Computer Sr. Gr.	27800-59400	39300-83000
	Computer Grade I	27800-59400	39300-83000
	Computer Grade II	20000-45800	27900-63700
f	Compositor Sr. Gr.	27800-59400	39300-83000
	Compositor Grade I	25200-54000	35600-75400
	Compositor Grade II	19000-43600	26500-60700
f	Binder Sr. Gr.	27800-59400	39300-83000
	Binder Grade I	25200-54000	35600-75400
	Binder Grade II	19000-43600	26500-60700

f	Printer Sr. Gr.	27800-59400	39300-83000
	Printer Grade I	25200-54000	35600-75400
	Printer Grade II	19000-43600	26500-60700
	Senior Time Keeper	25200-54000	35600-75400
	Time Keeper	22200-48000	31100-66800
	Assistant Time Keeper	19000-43600	26500-60700
	Galley Press Man Grade I	18000-41500	25100-57900
	Galley Press Man Grade II	17500-39500	24400-55200
	Counter Grade I	17500-39500	24400-55200
	Counter Grade II	17000-37500	23700-52600
	Offset Printer	27800-59400	39300-83000
	Mechanic-cum Electrician	25200-54000	35600-75400
	Mono Super Caster Operator	25200-54000	35600-75400
	Store Keeper (Press)	25200-54000	35600-75400
	Copy Holder	20000-45800	27900-63700
	<b>TRANSPORT WING</b>		
g	Driver Sel. Grade	27800-59400	39300-83000
	Driver Sr. Grade	22200-48000	31100-66800
	Driver Grade I	20000-45800	27900-63700
	Driver Grade II	18000-41500	25100-57900
i	Conductor	19000-43600	26500-60700
	<b>PUBLICATION WING</b>		
	Director of Publication	55350-101400	77200-140500
	Additional Director of Publication	55350-101400	77200-140500
	Store Keeper (Publication)	35700-75600	50200-105300
	Publication Officer	30700-65400	43400-91200
	<b>LEXICON WING</b>		
	Editor (Lexicon)	85000-117600	118100-163400
	Assistant Editor (Lexicon)	55350-101400	77200-140500
	Sub Editor (Lexicon)	40500-85000	56500-118100
	Lexicon Assistant	39500-83000	55200-115300
	Technical Assistant (Lexicon)	30700-65400	43400-91200
	Drafting Assistant (Lexicon)	30700-65400	43400-91200
	<b>SECURITY WING</b>		
	Security Officer	39500-83000	55200-115300
	Assistant Security Officer	27800-59400	39300-83000

h	Security Guard Hr. Gr.	22200-48000	31100-66800
	Security Guard	19000-43600	26500-60700
	<b>HEALTH CENTRE &amp; LAB</b>		
	Residential Medical Officer	45800-89000	63700-123700
	Curator	39500-83000	55200-115300
	Technical Assistant/ Technical Assistant (Chemistry)	36600-79200	51400-110300
	Assistant Farm Superintendent	36600-79200	51400-110300
	Electron Microscopy Assistant	30700-65400	43400-91200
	Laboratory Mechanic	29200-62400	41300-87000
	Artist Photographer	29200-62400	41300-87000
	Glass Blower	22200-48000	31100-66800
	Nursing Supervisor	30700-65400	43400-91200
	Health Information Officer	30700-65400	43400-91200
	Radiographer	26500-56700	37400-79000
	Resident Nurse	25200-54000	35600-75400
	Pharmacist	22200-48000	31100-66800
	Medical Lab Technician	22200-48000	31100-66800
	Artist	25200-54000	35600-75400
	Laboratory Technician (Zoology)	26500-56700	37400-79000
	Laboratory Attender	19000-43600	26500-60700
	Section Cutter	18000-41500	25100-57900
	<b>OTHER CATEGORIES</b>		
	Public Relations Officer	42500-87000	59300-120900
	Population Information Officer	39500-83000	55200-115300
	Veterinary Doctor	39500-83000	55200-115300
	Accompanying Artist (Violin)	36600-79200	51400-110300
	Warden	30700-65400	43400-91200
	Coach/ Instructor of Indigenous Exercises	35700-75600	50200-105300
	Instructor (Mridangam)	35700-75600	50200-105300
	Store Keeper	35700-75600	50200-105300
	Records Officer	35700-75600	50200-105300

	Reception Officer	35700-75600	50200-105300
	Manuscript Assistant Grade I	30700-65400	43400-91200
	Editorial Assistant (Journalism)	30700-65400	43400-91200
	Manuscript Assistant	25200-54000	35600-75400
	Graduate Field Assistant	26500-56700	37400-79000
	Scribe	18000-41500	25100-57900
	Field Man	18000-41500	25100-57900
	Matron	19000-43600	26500-60700

a. Existing ratio 2:1 will continue

b. Existing ratio 1:1 will continue.

c. Existing ratio 1:1:1 will continue

d. The incumbents holding the posts of Deputy Librarian (Non-UGC) & Assistant Librarian (Non-UGC) are placed in the personal scale. The Library staff in service on 1/7/2009 will be allowed promotion to the posts of Assistant Librarian (Non UGC) and Deputy Librarian (Non UGC) as was being done before implementation of the 9th Pay Revision till amendments to the existing statute.

e. Existing ratio 1:1:1:1 will continue

f. Existing ratio 2:2:1 will continue

g. Existing ratio 1:1:1 among Driver Grade II, Grade I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Selection Grade

h. Existing ratio 5:1 will continue

i. TBHG will be as per Table Scale in Annexure VI

\* The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned.

**Allowances****(1) Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
<b>Employees attached to Statutory Officers</b>	
Joint Registrar	700
Deputy Registrar/ Assistant Registrar	600
Section Officer	500
Assistant/ Clerical Assistant	500
Typist/ Computer Assistant	500
Peon	300
<b>Employees-QPR</b>	
Assistant Registrar/ Section Officer	1200
Assistants	1080
Clerical Assistants	900
Peon	720
<b>Employees-Syndicate Sn.</b>	
Section Officer	500
Assistant/ Typist	350
Peon	250
<b>Employees-Legal Sn.</b>	
Section Officer	350
Assistant/ Typist	350
Peon	250
<b>Employees-C V Camp</b>	
Assistant Registrar/ Section Officer/ Office Superintendent	1200
Assistant	1080
Computer Assistant	990
Clerical Assistant	900
Peon	720

**Note:** No allowances other than those mentioned above will be allowed to the employees.

## 2. UNIVERSITY OF CALICUT

	<b>Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	<b>UGC Scheme</b>		
	<b>Statutory Officers</b>		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations		
	Finance Officer		
	<b>Teaching Staff</b>		
	Professor		
	Associate Professor	UGC	UGC
	Assistant Professor		
	Director of Physical Education		
	Deputy Director of Physical Education		
	Assistant Director of Physical Education		
	Director of School of Distance Education		
	Director of School of Drama		
	Assistant Director of School of Drama	UGC	UGC
	Director of Academic Staff College		
	<b>Library</b>		
	Information Scientist		
	University Librarian		
	Deputy Librarian		
	Assistant Librarian		
	<b>Other Officers</b>		
	Dean of Students' Welfare	UGC	UGC
	Project Officer (Adult Education)		
	Programme Co-ordinator NSS	55350-101400	77200-140500



	<b>ADMINISTRATIVE WING</b>		
	Joint Registrar / PS to VC	85000-117600	118100-163400
	Deputy Registrar	77400-115200	107800-160000
a	Assistant Registrar H.G.	68700-110400	95600-153200
	Assistant Registrar	45800-89000	63700-123700
b	Section Officer H.G	40500-85000	56500-118100
	Section Officer	36600-79200	51400-110300
	Assistant Section Officer	32300-68700	45600-95600
c	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
	Telephone Supervisor	26500-56700	37400-79000
	Telephonist	18000-41500	25100-57900
	Clerical Assistant	18000-41500	25100-57900
	Roneo Operator	18000-41500	25100-57900
	Head Office Attendant	18000-41500	25100-57900
a	Office Attendant/Watchman (HG)	17000-37500	23700-52600
	Office Attendant/Watchman	16500-35700	23000-50200
	<b>PUBLICATION WING</b>		
	Publication Officer	55350-101400	77200-140500
	<b>ADULT EDUCATION WING (PROJECT)</b>		
	Deputy Director (Adult Education)	55350-101400	77200-140500
	Assistant Director (Adult)	42500-87000	59300-120900
	Adult Education Worker	25200-54000	35600-75400
	<b>TECHNICAL STAFF IN TEACHING DEPARTMENT</b>		
	Scientific Officer	55350-101400	77200-140500
	Technical Officer Grade I	42500-87000	59300-120900
	Technical Officer Grade II	40500-85000	56500-118100
	Technical Assistant	36600-79200	51400-110300
	<b>COMPUTER WING</b>		
	System Administrator	55350-101400	77200-140500
	Programmer	42500-87000	59300-120900
	Assistant Programmer	32300-68700	45600-95600
	<b>LIBRARY</b>		
	Junior Librarian	35700-75600	50200-105300

	Professional Assistant Grade I	32300-68700	45600-95600
	Professional Assistant Grade II	27800-59400	39300-83000
	Library Assistant	18000-41500	25100-57900
	<b>FAIR COPY WING</b>		
*	Pool Officer	42500-87000	59300-120900
	Section Officer (FC&D) HG	39500-83000	55200-115300
	Section Officer (FC&D)	35700-75600	50200-105300
b	Office Superintendent (H.G)	40500-85000	56500-118100
	Office Superintendent	36600-79200	51400-110300
e	Computer Assistant (Sel. Grade)	32300-68700	45600-95600
	Computer Assistant (Sr. Grade)	30700-65400	43400-91200
	Computer Assistant (Grade I)	27800-59400	39300-83000
	Computer Assistant (Grade II)	20000-45800	27900-63700
	<b>LABORATORY WING</b>		
	Field Officer, Botany	55350-101400	77200-140500
	Assistant Superintendent (Botanical Gardens)	36600-79200	51400-110300
	Herbarium Curator	35700-75600	50200-105300
	Herbarium Assistant (HG)	22200-48000	31100-66800
	Assistant Curator Grade I	26500-56700	37400-79000
	Assistant Curator Grade II	25200-54000	35600-75400
	Technical Assistant (Lab)	25200-54000	35600-75400
	Animal Room Technician, Life Sciences	19000-43600	26500-60700
	Lab Assistant	18000-41500	25100-57900
	Skilled Assistant (Psychology)	18000-41500	25100-57900
	Herbarium Assistant	19000-43600	26500-60700
	Semi Skilled Lab Attender (Physics)	17000-37500	23700-52600
	Field cum Animal Room Attender	16500-35700	23000-50200
	Filter Plant Cleaner	16500-35700	23000-50200
	Specimen Collector	16500-35700	23000-50200
	<b>HEALTH CENTRE</b>		
	Physician / Lady Medical Officer	45800-89000	63700-123700
	Head Nurse	30700-65400	43400-91200
	Staff Nurse (HG)	27800-59400	39300-83000
	Store Keeper (Pharmacist)	30700-65400	43400-91200

	Staff Nurse	25200-54000	35600-75400
	Pharmacist	22200-48000	31100-66800
	Lab Technician	22200-48000	31100-66800
	Hospital Assistant	18000-41500	25100-57900
	Nursing Assistant	18000-41500	25100-57900
	<b>SCHOOL OF DRAMA</b>		
	Technician (School of Drama)	35700-75600	50200-105300
	Photographer	29200-62400	41300-87000
	Artist-cum-Photographer	29200-62400	41300-87000
	Videographer	29200-62400	41300-87000
	Theatre Photographer	29200-62400	41300-87000
	Technical Assistant	29200-62400	41300-87000
	Cinema Operator cum Electrician	26500-56700	37400-79000
	Assistant Photographer	25200-54000	35600-75400
	Dark Room Assistant	19000-43600	26500-60700
	<b>ENGINEERING/ TECHNICAL WING</b>		
	University Engineer	68700-110400	95600-153200
	Executive Engineer	68700-110400	95600-153200
	Instrumentation Engineer	68700-110400	95600-153200
	Junior Engineer Instrumentation	39500-83000	55200-115300
d	Assistant Executive Engineer HG	45800-89000	63700-123700
	Assistant Executive Engineer	40500-85000	56500-118100
	Assistant Engineer (Directly Recruited)	39500-83000	55200-115300
	Technician	35700-75600	50200-105300
b	Overseer Grade I	26500-56700	37400-79000
	Overseer Grade II	22200-48000	31100-66800
	Plumbing Overseer	26500-56700	37400-79000
	Plumber	18000-41500	25100-57900
	Pumping Overseer	22200-48000	31100-66800
	Pump Operator	18000-41500	25100-57900
	Electrician	18000-41500	25100-57900
	Mechanic cum Plumber	22200-48000	31100-66800

	Technician Grade B	22200-48000	31100-66800
	Technician Grade A	19000-43600	26500-60700
	Workshop Mechanic cum LNP Plant Operator	25200-54000	35600-75400
	Line Helper	17000-37500	23700-52600
	Tracer	18000-41500	25100-57900
	Skilled Assistant	17000-37500	23700-52600
	Electricity Worker	17000-37500	23700-52600
	Workshop Assistant	16500-35700	23000-50200
	<b>TRANSPORT WING</b>		
h	Driver Sel. Gr	27800-59400	39300-83000
	Driver Sen.Gr	22200-48000	31100-66800
	Driver Grade I	20000-45800	27900-63700
	Driver Grade II	18000-41500	25100-57900
	Bus Conductor	19000-43600	26500-60700
	Bus Cleaner	16500-35700	23000-50200
	<b>PRINTING PRESS</b>		
	Superintendent	45800-89000	63700-123700
	Assistant Superintendent	36600-79200	51400-110300
	General Foreman	32300-68700	45600-95600
	Junior Foreman (Composing, Printing, Binding)	29200-62400	41300-87000
	Assistant Foreman	27800-59400	39300-83000
	Proof Reader	27800-59400	39300-83000
f	Binder (Senior Grade)	27800-59400	39300-83000
f	Compositor (Senior Grade)	27800-59400	39300-83000
f	Printer (Senior Grade)	27800-59400	39300-83000
	Store Keeper	25200-54000	35600-75400
	Offset Printing Machine Operator Grade I	26500-56700	37400-79000
f	Binder, Printer, Compositor (Grade I)	25200-54000	35600-75400
	Offset Printing Machine Operator Grade II	25200-54000	35600-75400
	Time Keeper	22200-48000	31100-66800
	DTP Operator	22200-48000	31100-66800
	LD Computator	20000-45800	27900-63700

	Assistant Warehouse Man	20000-45800	27900-63700
f	LD Compositor	19000-43600	26500-60700
f	LD Binder	19000-43600	26500-60700
f	LD Printer	19000-43600	26500-60700
	LD Counter	19000-43600	26500-60700
	Galley Press man	17500-39500	24400-55200
	Packer, Press	17000-37500	23700-52600
	Lascar, Press	17000-37500	23700-52600
	Gate Keeper	17000-37500	23700-52600
	<b>SECURITY WING</b>		
	Security Officer	39500-83000	55200-115300
	Assistant Security Officer	27800-59400	39300-83000
	Assistant Sergeant	22200-48000	31100-66800
g	Security Guard (HG)	20000-45800	27900-63700
	Security Guard	19000-43600	26500-60700
	Gurkha Watchman	16500-35700	23000-50200
	<b>OTHER CATEGORIES</b>		
	Public Relations Officer	42500-87000	59300-120900
	Curator (Malayalam)	45800-89000	63700-123700
	Coaches	35700-75600	50200-105300
	Farm Supervisor	30700-65400	43400-91200
	Senior House Keeper	30700-65400	43400-91200
	Field Assistant (Botany)	22200-48000	31100-66800
	Plantation Assistant (Botany)	22200-48000	31100-66800
	House Keeper (Ladies Hostel)	26500-56700	37400-79000
	Statistical Assistant	19000-43600	26500-60700
	Garden Maistry	18000-41500	25100-57900
	Matron	18000-41500	25100-57900
	Manuscript Keeper	18000-41500	25100-57900
	Gardener	17000-37500	23700-52600
	Grounds man	17000-37500	23700-52600
	Sweeper cum Scavenger	16500-35700	23000-50200
	Animal Room Assistant	16500-35700	23000-50200
	Room Boy cum Bearer	16500-35700	23000-50200

- a. Existing ratio 2:1 will continue.
- b. Existing ratio 1:1 will continue.
- c. Existing ratio 1:1:1 will continue.
- d. Existing 1/3rd HG will continue.
- e. Existing ratio 1:1:1:1 will continue.
- f. Existing ratio 2:2:1 will continue.
- g. Existing ratio 5:1 will continue.
- h. 1:1:1 ratio among Driver Grade II, Grade I and Senior Grade will continue. 10% of posts of Driver Senior Grade will be placed in Sel. Grade.

#. The incumbents in the posts of Pump Operator Hr.Gr, Senior Electrician, Technician Gr.C and HV Driver having personal scale will be eligible for corresponding revised scales.

\* The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned.

## **Allowances**

### **1. Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
<b>Special Allowance to Personal Staff of Statutory Officers</b>	
Class I to III employees	550
Class IV	320
Drivers	400

### **(2) Uniform Allowance**

<b>Category</b>	<b>Rate per Annum (₹)</b>
Staff Nurse	2700
Nursing Assistant	2700
Pharmacist	2200
Store Keeper (Pharmacy)	2200

Lab Technician	2200
Laboratory Assistant	2200
Security Guard	3500
Gardener	2700
Sweeper-cum-Scavenger	2700
Security Officer	3500
Assistant Security Officer	3500
HV/LV Drivers	2700
Garden Maistry	2700
Room Boy cum Bearer	2700
Field cum Animal Room Attender	2700

**Note :** No allowances other than those mentioned above will be allowed to the employees.

### 3. MAHATMA GANDHI UNIVERSITY

	Post	Existing Scale of Pay	Revised Scale of Pay
	<b>UGC SCHEME</b>		
	<b>Statutory Officers</b>		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations		
	Finance Officer		
	<b>Teaching Staff</b>		
	Professor	UGC	UGC
	Associate Professor		
	Assistant Professor		
	<b>Library</b>		
	University Librarian	UGC	UGC
	Deputy Librarian		
	Assistant Librarian		
	<b>Other Officers</b>		
	Director of Students Service	UGC	UGC
	Director of Physical Education		
	NSS Program Co-ordinator		

	Assistant Director of Physical Education	UGC	UGC
	<b>ADMINISTRATIVE WING</b>		
	Joint Registrar	85000-117600	118100-163400
	Deputy Registrar	77400-115200	107800-160000
a	Assistant Registrar H.G.	68700-110400	95600-153200
	Assistant Registrar	45800-89000	63700-123700
b	Section Officer H.G	40500-85000	56500-118100
	Section Officer	36600-79200	51400-110300
c	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
#	Clerical Assistant HG	19000-43600	26500-60700
	Clerical Assistant	18000-41500	25100-57900
#	Roneo Operator HG	19000-43600	26500-60700
a	Office Attendant HG	17000-37500	23700-52600
	Office Attendant	16500-35700	23000-50200
	<b>LIBRARY STAFF</b>		
*	Assistant Librarian Grade I (Non-UGC)	42500-87000	59300-120900
*	Assistant Librarian Grade II (Non-UGC)	39500-83000	55200-115300
	Reference Assistant	35700-75600	50200-105300
	Technical Assistant Library	32300-68700	45600-95600
	Library Assistant	27800-59400	39300-83000
	<b>FAIR COPY WING</b>		
b	Office Superintendent (HG)	40500-85000	56500-118100
	Office Superintendent	36600-79200	51400-110300
d	Computer Assistant (Sel.Gr)	32300-68700	45600-95600
	Computer Asst. (Sen. Gr)	30700-65400	43400-91200
	Computer Asst Grade I	27800-59400	39300-83000
	Computer Asst Grade II	20000-45800	27900-63700



	<b>COMPUTER WING</b>		
	System Analyst	55350-101400	77200-140500
	Assistant Programmer	32300-68700	45600-95600
	Computer Data Entry Operator	25200-54000	35600-75400
	<b>TECHNICAL STAFF IN TEACHING DEPARTMENTS</b>		
	Scientific Officer/Programme Co-Ordinator (School of Behavioural Sciences)	55350-101400	77200-140500
	Technical Officer Grade I	42500-87000	59300-120900
	Technical Officer Grade II	40500-85000	56500-118100
	Technical Assistant (University Science Department)	36600-79200	51400-110300
	Computer Programmer (School of Computer Sciences)	36600-79200	51400-110300
	<b>ENGINEERING/ TECHNICAL WING</b>		
	Executive Engineer	68700-110400	95600-153200
	Assistant Executive Engineer	40500-85000	56500-118100
	Assistant Engineer	39500-83000	55200-115300
	Divisional Accountant	35700-75600	50200-105300
	Technical Assistant	40500-85000	56500-118100
b	Overseer Grade I	26500-56700	37400-79000
	Electrician	18000-41500	25100-57900
	Plumber cum Pump Operator	18000-41500	25100-57900
b	Overseer Grade II	22200-48000	31100-66800
	<b>SECURITY WING</b>		
	Security Officer	39500-83000	55200-115300
	Assistant Security Officer	27800-59400	39300-83000
e	Security Guard (HG)	22200-48000	31100-66800
	Security Guard	19000-43600	26500-60700
	Gurkha/Watchman	16500-35700	23000-50200

	<b>TRANSPORT WING</b>		
f	Driver Sel. Gr	27800-59400	39300-83000
	Driver Sen. Gr	22200-48000	31100-66800
	Driver Grade I	20000-45800	27900-63700
	Driver Grade II	18000-41500	25100-57900
#	Conductor HG	22200-48000	31100-66800
	Conductor	19000-43600	26500-60700
	<b>PUBLICATION WING</b>		
	Director of Publication	55350-101400	77200-140500
	Assistant Editor (Eng/Mal)	35700-75600	50200-105300
	<b>LABORATORY WING</b>		
	Medical Lab Technologist (School of Bio Sciences)	35700-75600	50200-105300
	Laboratory Technician (SCS)	29200-62400	41300-87000
	Lab Technician (SPAP)	19000-43600	26500-60700
	Laboratory Assistant	18000-41500	25100-57900
	Laboratory Attender	17500-39500	24400-55200
	<b>SCHOOL OF BEHAVIORAL SCIENCE</b>		
	Clinical Psychologist	39500-83000	55200-115300
	Clinic Technician	26500-56700	37400-79000
	Clinic Nurse	25200-54000	35600-75400
	Special Teacher	25200-54000	35600-75400
	<b>HEALTH CENTRE</b>		
	Resident Medical Officer	45800-89000	63700-123700
	Staff Nurse	25200-54000	35600-75400
	Lab Technician (University Health Centre)	22200-48000	31100-66800

	<b>OTHER CATEGORIES</b>		
	Public Relation Officer	42500-87000	59300-120900
	Coach	35700-75600	50200-105300
	Officer in charge of Answer Scripts	35700-75600	50200-105300
	Statistical Assistant	30700-65400	43400-91200
	Store Assistant	18000-41500	25100-57900
	Telephone Operator	26500-56700	37400-79000

- a. Existing ratio 2:1 will continue.
- b. Existing ratio 1:1 will continue.
- c. Existing ratio 1:1:1 will continue
- d. Existing ratio 1:1:1:1 will continue.
- e. Existing ratio 5:1 will continue.
- f. Existing ratio 1:1:1 among Driver Grade II, Grade I and Senior Grade will continue.  
10% of posts of Senior Grade will be placed in Selection Grade.

# The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned.

### **Allowances**

#### **(1) Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
PS to VC/PVC (JR)	1000

PS to VC/PVC (DR/AR)	900
PA to Regr./FO/CE	550
Section Officer/ Assistant/ Confidential Assistant in the Office of the VC/PVC	750
Section Officer/ Assistant/ Typist/ Confidential Assistant in the Office of the Regr./FO/CE	550
Staff Car Drivers	400
LGS attached to the O/o.VC/PVC	600
LGS attached to the O/o. Regr./FO/CE	320
Drivers	220
Clerical Assistant- O/o.VC/PVC	600
Clerical Assistant- Regr./FO/CE	320
<b>General Store/ Exam Store</b>	
Section Officer	500
Assistant	500
Clerical Assistant	320
Peon	200
<b>Ac.C Section</b>	
Section Officer	500
Assistant	500
Clerical Assistant	320
Peon	200
Office Superintendent/ Typist	500

**Note:** No allowances other than those mentioned above will be allowed to the employees.

#### 4. KANNUR UNIVERSITY

	<b>Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	<b>UGC Scheme</b>		
	<b>Statutory Officers</b>		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations		

	Finance Officer		
	<b>Teaching Staff</b>		
	Director of Physical Education	UGC	UGC
	Deputy Director of Physical Education		
	Professor		
	Associate Professor		
	Assistant Professor		
	Assistant Director of Physical Education		
	<b>Library</b>		
	University Librarian	UGC	UGC
	Deputy Librarian		
	Assistant Librarian		
	<b>Other Officers</b>		
	Director of Students Service	UGC	UGC
	Programme Co-ordinator NSS		
	<b>ADMINISTRATIVE WING</b>		
	Joint Registrar/ PS to VC	85000-117600	118100-163400
	Deputy Registrar	77400-115200	107800-160000
a	Assistant Registrar H.G.	68700-110400	95600-153200
	Assistant Registrar	45800-89000	63700-123700
b	Section Officer H.G	40500-85000	56500-118100
	Section Officer	36600-79200	51400-110300
	Assistant Section Officer	32300-68700	45600-95600
c	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
	Roneo Operator	18000-41500	25100-57900
	Clerical Assistant	17000-37500	23700-52600
	Office Attendant/ Watchman HG	17000-37500	23700-52600
a	Office Attendant/Watchman	16500-35700	23000-50200
	<b>LIBRARY</b>		
	Junior Librarian	35700-75600	50200-105300
	Professional Assistant Grade I	32300-68700	45600-95600
	Professional Assistant Grade II	27800-59400	39300-83000
	Library Assistant	18000-41500	25100-57900

	<b>FAIR COPY WING</b>		
b	Office Superintendent (H.G)	40500-85000	56500-118100
	Office Superintendent	36600-79200	51400-110300
d	Typist cum Stenographer Sel Gr	32300-68700	45600-95600
	Typist cum Stenographer Sen Gr	30700-65400	43400-91200
	Typist cum Stenographer Grade I	27800-59400	39300-83000
	Typist cum Stenographer Grade II	20000-45800	27900-63700
	<b>COMPUTER WING</b>		
	Computer Programmer	42500-87000	59300-120900
	Computer Operator	25200-54000	35600-75400
	Data Entry Assistant	26500-56700	37400-79000
	<b>ENGINEERING/ TECHNICAL WING</b>		
	Assistant Executive Engineer (Civil)	40500-85000	56500-118100
	Assistant Engineer (Civil)	39500-83000	55200-115300
	Overseer Grade II (Civil)	22200-48000	31100-66800
	Overseer Grade I (Electrical)	26500-56700	37400-79000
	Electrician	18000-41500	25100-57900
	Pump Operator cum Electrical Helper	18000-41500	25100-57900
	<b>TRANSPORT WING</b>		
e	Driver Sel. Gr.	27800-59400	39300-83000
	Driver Sen. Gr	22200-48000	31100-66800
	Driver Grade I	20000-45800	27900-63700
	Driver Grade II	18000-41500	25100-57900
	<b>SECURITY WING</b>		
	Security Officer	39500-83000	55200-115300
	Security Guard	19000-43600	26500-60700

<b>OTHER CATEGORIES</b>			
	Development Officer	55350-101400	77200-140500
	Public Relations Officer	42500-87000	59300-120900
	Field Assistant	30700-65400	43400-91200
	Telephone Operator	18000-41500	25100-57900
	Telephone Supervisor	29200-62400	41300-87000
	Sweeper (Full Time)	16500-35700	23000-50200

- a. Existing ratio 2:1 will continue.
- b. Existing ratio 1:1 will continue.
- c. Existing ratio 1:1:1 will continue.
- d. Existing ratio 1:1:1:1 will continue.
- e. Existing ratio 1:1:1 among Driver Grade II, Grade I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Selection Grade.

### **Allowances**

#### **1. Special Allowance**

<b>Category</b>	<b>Rate per month (₹)</b>
Private Secretary to the Vice Chancellor	900
Personal Assistant/ Section Officer	800
Assistant / Computer Assistant	750
Driver	700
Office Attendant	600
<b>Special Allowance to Confidential Sections</b>	
Section Officer	800
Assistant	750
Office Attendant	600

#### **2. Uniform Allowance**

<b>Category</b>	<b>Rate per Annum (₹)</b>
Full Time Sweeper	2700

Driver	2700
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Note: No allowances other than those mentioned above will be allowed .

### 5. COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

	Post	Existing Scale of Pay	Revised Scale of Pay
	<b>UGC Scheme</b>		
	<b>Statutory Officers</b>		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations		
	Finance Officer		
	<b>Teaching Staff</b>		
	Professor		
	Associate Professor/ Reader	AICTE	AICTE
	Assistant Professor		
	Assistant Director of Physical Education		
	Director of Student Welfare		
	Professor		
	Associate Professor		
	Assistant Professor		
	<b>Library</b>		
	University Librarian		



		UGC	UGC
	Deputy Librarian		
	Information Scientist		
	Assistant Librarian		
	<b>Other Officers</b>		
	Placement and Training Officer (Lecturer Grade)	UGC	UGC
	Co-ordinator (Reader Scale)	UGC	UGC
	Student Counsellor (Reader/Lecturer Grade)		
	Planning & Development Officer	68700-110400	95600-153200
	<b>ADMINISTRATIVE WING</b>		
	Joint Registrar	85000-117600	118100-163400
	Deputy Registrar	77400-115200	107800-160000
a	Assistant Registrar H.G.	68700-110400	95600-153200
	Assistant Registrar	45800-89000	63700-123700
b	Section Officer H.G	40500-85000	56500-118100
	Section Officer	36600-79200	51400-110300
c	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
	Clerical Assistant	18000-41500	25100-57900
	Attender (Clerical Attender)	18000-41500	25100-57900
a	Office Attendant (HG)	17000-37500	23700-52600
	Office Attendant	16500-35700	23000-50200
	Sweeper-cum-Cleaner (FT)	16500-35700	23000-50200
	<b>TECHNICAL STAFF IN TEACHING DEPARTMENTS</b>		

	Technical Officer Grade I (Sel Gr)	55350-101400	77200-140500
	Technical Officer Grade I (Sen Gr)	42500-87000	59300-120900
	Technical Officer Grade I	40500-85000	56500-118100
	Technical Assistant Grade III	36600-79200	51400-110300
	<b>COMPUTER WING</b>		
#	System Analyst	40500-85000	56500-118100
	System Manager	40500-85000	56500-118100
	Computer Programmer	39500-83000	55200-115300
	Computer Operator	39500-83000	55200-115300
	Programme Assistant	39500-83000	55200-115300
	<b>LIBRARY STAFF</b>		
	Assistant Librarian	39500-83000	55200-115300
	Junior Librarian	35700-75600	50200-105300
	Professional Assistant Grade I	32300-68700	45600-95600
	Professional Assistant Grade II	27800-59400	39300-83000
	Library Assistant	18000-41500	25100-57900
	<b>FAIR COPY SECTION</b>		
#	Pool Officer	42500-87000	59300-120900
	Section Officer (Typist) HG	39500-83000	55200-115300
	Section Officer (Typist)	35700-75600	50200-105300
b	Office Superintendent (HG)	40500-85000	56500-118100
	Office Superintendent	36600-79200	51400-110300
e	Computer Assistant (Sel. Gr)	32300-68700	45600-95600
	Computer Assistant (Sen. Gr)	30700-65400	43400-91200
	Computer Assistant (Grade I)	27800-59400	39300-83000
	Computer Assistant (Grade II)	20000-45800	27900-63700
	<b>LABORATORY WING</b>		

	Soil Analyst	22200-48000	31100-66800
	Chemical Assistant (Technician Grade II)	26500-56700	37400-79000
	Laboratory Assistant (Strength of Materials) (Technician Grade II)	19000-43600	26500-60700
	Laboratory Assistant (Metallurgical Welder) (Technician Grade II)	19000-43600	26500-60700
	Laboratory Technician	19000-43600	26500-60700
	Hatchery Assistant	18000-41500	25100-57900
	Hatchery Assistant cum Syrang & Driver	19000-43600	26500-60700
	Specimen Collector	19000-43600	26500-60700
	Aquarium Assistant	18000-41500	25100-57900
	Laboratory Assistant	19000-43600	26500-60700
	Lab Attendant	18000-41500	25100-57900
	<b>ENGINEERING / TECHNICAL WING</b>		
	University Engineer	68700-110400	95600-153200
	Technical Officer/ Exe. Engineer	68700-110400	95600-153200
d	Assistant Executive Engineer (Civil) HG	45800-89000	63700-123700
	Assistant Executive Engineer (Civil)	40500-85000	56500-118100
d	Assistant Executive Engineer (Electrical) HG	45800-89000	63700-123700
	Assistant Executive Engineer (Electrical)	40500-85000	56500-118100
	Assistant Engineer (Electrical)	39500-83000	55200-115300
	Assistant Engineer (Civil)	39500-83000	55200-115300
	Mechanic	22200-48000	31100-66800
b	Overseer Grade I (Civil)	26500-56700	37400-79000

	Overseer Grade I (Electrical)	26500-56700	37400-79000
b	Overseer Grade II (Civil)	22200-48000	31100-66800
	Overseer Grade III (Civil)	19000-43600	26500-60700
	Electrician Grade II	18000-41500	25100-57900
	Technician Grade I	19000-43600	26500-60700
	Plumber	18000-41500	25100-57900
	Plumbing Supervisor	22200-48000	31100-66800
	Pump Operator	18000-41500	25100-57900
	Line Helper	17000-37500	23700-52600
	Workshop Attender (PS&RT)	18000-41500	25100-57900
	Net Maker	18000-41500	25100-57900
	Technical Assistant Grade II	30700-65400	43400-91200
	Technical Assistant Grade I	26500-56700	37400-79000
	Store Keeper Grade III	26500-56700	37400-79000
	Technician V	36600-79200	51400-110300
	Technician IV	35700-75600	50200-105300
	Technician III	22200-48000	31100-66800
	Technician II	22200-48000	31100-66800
	Technician I	19000-43600	26500-60700
	Maintenance Engineer (Technical Officer Grade I. Sel Gr)	55350-101400	77200-140500
	Technical Officer Grade II	55350-101400	77200-140500
	Photocopier/ Duplicator Operator	19000-43600	26500-60700

	Duplicator Operator	19000-43600	26500-60700
	Operator Reprographic Unit	19000-43600	26500-60700
	Senior Technical Assistant (Technical Assistant Grade III)	39500-83000	55200-115300
	Welding Technologist (Technical Asst Grade III)	39500-83000	55200-115300
	Senior Technical Assistant (Technical Assistant Grade II)	26500-56700	37400-79000
	Instrument Technician (Physics, Photonics)	26500-56700	37400-79000
	Technician Grade II	22200-48000	31100-66800
	Welder Technician Grade II	22200-48000	31100-66800
	Fitter Technician Grade II	22200-48000	31100-66800
	Lathe Operator Technician Grade II	22200-48000	31100-66800
	Technician	26500-56700	37400-79000
	Printer	19000-43600	26500-60700
	<b>TRANSPORT WING</b>		
	Engine Driver	35700-75600	50200-105300
	Deck Officer	45800-89000	63700-123700
	Assistant Engine Driver	25200-54000	35600-75400
	Assistant Deck Officer	25200-54000	35600-75400
	HV Driver	18000-41500	25100-57900
f	Driver Sel.Gr	27800-59400	39300-83000
	Driver Sen. Gr	22200-48000	31100-66800
	Driver Grade I	20000-45800	27900-63700
	Driver Grade II/Vehicle Supervisor	18000-41500	25100-57900
	Conductor	19000-43600	26500-60700

	Boatman	16500-35700	23000-50200
	Lascar	16500-35700	23000-50200
	<b>PUBLICATION WING</b>		
	Director of Public Relations and Publications	42500-87000	59300-120900
	Editorial Assistant	30700-65400	43400-91200
	<b>SECURITY WING</b>		
	Security Officer	39500-83000	55200-115300
	Sergeant	26500-56700	37400-79000
	Security Guard(HG)		31100-66800
g	Security Guard	19000-43600	26500-60700
	<b>OTHER CATEGORIES</b>		
	Store Keeper Grade I (Ship Technology)	35700-75600	50200-105300
	Statistical Officer	35700-75600	50200-105300
	Warden cum Physical Trainer	30700-65400	43400-91200
	Matron	26500-56700	37400-79000
	Store Keeper Grade II (Electronics, Photonics, PS&RT)	25200-54000	35600-75400
	Assistant Matron	22200-48000	31100-66800
	Garden Maistry	18000-41500	25100-57900
	Gardener	17000-37500	23700-52600
	Room Boy (Guest House & Athidhi Bhavan)	17000-37500	23700-52600
	Cook	17500-39500	24400-55200

a. Existing ratio 2:1 will continue.

- b. Existing ratio 1:1 will continue.  
 c. Existing ratio 1:1:1 will continue.  
 d. Existing 1/3rd HG will continue.  
 e. Existing ratio 1:1:1:1 will continue.  
 f. Existing ratio 1:1:1 among Driver Grade II, Grade I and Senior Grade will continue. 10% of posts of Senior Grade will be placed in Selection Grade.  
 g. Existing ratio 5:1 will continue.  
 # The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned.

## Allowances

### 1. Footwear Allowance

Category	Rate per Annum (₹)
Driver	500
Garden Maistry	500
Conductor	500
Security Guard / Gardener	500

### 2.Special Allowance

Category	Rate per month (₹)
PS to Vice-Chancellor/ Pro- Vice- Chancellor	900
PA to Vice –Chancellor/Registrar and Finance Officer/ Controller of Examinations	800
Assistants/ Computer Assistants in Personal Staff of Vice- Chancellor /Registrar/ Finance Officer/ Controller of Examinations	750
Office Attendants in the personal staff of the Vice-Chancellor /Registrar/ Finance Officer/ Controller of Examinations	600
PA to Pro-Vice –Chancellor	800
Office Superintendent/ Office Superintendent (HG) in the Personal Staff of the Vice -Chancellor/Pro – Vice-Chancellor /Registrar / Controller of Examinations	750
Assistants/Computer Assistants, Office of the Pro-Vice-Chancellor	750

Drivers in the Office of the Vice-Chancellor/Pro-Vice-Chancellor	700
Security Guard in the Office of the Vice-Chancellor	600
Office Superintendent/ Office Superintendent (HG) in the Examination (Confidential Section)	750
<b>Legal Affairs Section</b>	
Assistant Registrar/Section Officer/Assistant in Legal Affairs	750
<b>Exam Confidential Section</b>	
Assistant Registrar Exam Confidential Section	800
Section Officer/Assistants/Computer Assistant in Exam Confidential Section	750
Drivers	300

### 3. Uniform Allowance

Category	Rate per Annum (₹)
Security Guard	3500
Office Attendant	2700
Driver	2700
Conductor	2700
Garden Maistry/ Gardener	2700

**Note :** No allowances other than those mentioned above will be allowed to the employees.

### 6. KERALA AGRICULTURAL UNIVERSITY

	Post	Existing Scale of Pay	Revised Scale of Pay
	<b>UGC Scheme</b>		
	<b>Statutory Officers</b>		
	Vice Chancellor	UGC	UGC
	Registrar		
@	Comptroller	85000-117600	118100-163400
	<b>Teaching Staff</b>		
	Professor		
	Associate Professor	UGC	UGC



	Assistant Professor		
	<b>Other Officers</b>		
	Director of Students Welfare	UGC	UGC
	Deputy Director of Students Welfare		
	<b>Library</b>	UGC	UGC
	University Librarian		
	Deputy Librarian		
	Assistant Librarian		
	<b>ADMINISTRATIVE WING</b>		
	Joint Registrar / Senior Deputy Comptroller / Senior Administrative Officer	85000-117600	118100-163400
	Deputy Registrar / Deputy Comptroller / Estate Officer / Financial Assistant / Administrative Officer Grade I	77400-115200	107800-160000
	Assistant Registrar H.G. / Assistant Comptroller HG / Recruitment Officer HG / Administrative Officer HG	68700-110400	95600-153200
a	Assistant Registrar / Assistant Comptroller /Recruitment Officer / Administrative Officer Grade II	45800-89000	63700-123700
b	Section Officer H.G	40500-85000	56500-118100
	Section Officer	36600-79200	51400-110300
c	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
*	Clerical Assistant (Sel. Gr)	26500-56700	37400-79000
	Clerical Assistant (Sen. Gr)	22200-48000	31100-66800
	Clerical Assistant (H.Gr)	20000-45800	27900-63700
	Clerical Assistant	18000-41500	25100-57900
*	Duplicating Machine Operator (Sel. Gr)	26500-56700	37400-79000
	Duplicating Machine Operator (Sen. Gr)	22200-48000	31100-66800
	Duplicating Machine Operator ( Grade I)	19000-43600	26500-60700
	Duplicating Machine Operator ( Grade II)	18000-41500	25100-57900
*	Class-IV Employees (Sel Gr)	19000-43600	26500-60700
	Class-IV Employees (Sen Gr)	18000-41500	25100-57900
	Class-IV Employees (Grade I)	17000-37500	23700-52600

a	Class-IV Employees (Grade II)	16500-35700	23000-50200
	Duffedar	18000-41500	25100-57900
	<b>LIBRARY</b>		
	Reference Assistant HG / Assistant Librarian Grade II	39500-83000	55200-115300
	Reference Assistant	35700-75600	50200-105300
	Technical Assistant	32300-68700	45600-95600
	Library Assistant	27800-59400	39300-83000
	<b>FAIR COPY SECTION</b>		
*	Pool Officer	42500-87000	59300-120900
b	Office Superintendent HG	40500-85000	56500-118100
	Office Superintendent	36600-79200	51400-110300
d	Computer Asst (Sel. Gr)	32300-68700	45600-95600
	Computer Asst (Sen Gr)	30700-65400	43400-91200
	Computer Asst Grade I	27800-59400	39300-83000
	Computer Asst Grade II	20000-45800	27900-63700
	<b>COMPUTER SECTION</b>		
	Systems Manager	55350-101400	77200-140500
	Programmer	42500-87000	59300-120900
	Junior Programmer	39500-83000	55200-115300
*	Data Entry Operator	25200-54000	35600-75400
	<b>TECHNICAL STAFF IN TEACHING DEPARTMENT</b>		
	Scientific Officer	55350-101400	77200-140500
	Technical Officer Grade I	42500-87000	59300-120900
	Technical Officer Grade II	40500-85000	56500-118100
	Technical Assistant	36600-79200	51400-110300
	<b>LAB</b>		
	Bacteriology Assistant / Graduate Laboratory Assistant/ Laboratory Technician / Analyst / Research Assistant	36600-79200	51400-110300
*	Lab Assistant Sel Gr	26500-56700	37400-79000
	Lab Assistant Senior Gr	26500-56700	37400-79000
	Lab Assistant Grade I	25200-54000	35600-75400

	Lab Assistant Gr- II	19000-43600	26500-60700
	Assistant Chemist	29200-62400	41300-87000
	<b>FARM STAFF</b>		
*	Farm Superintendent (Agriculture)	39500-83000	55200-115300
*	Farm Manager- I (Agriculture)	35700-75600	50200-105300
	Farm Manager- II (Agriculture)	35700-75600	50200-105300
	Farm Officer Sel. Gr (Agriculture)	32300-68700	45600-95600
g	Farm Officer Sen. Gr (Agriculture)	30700-65400	43400-91200
	Farm Officer Grade I (Agriculture)	26500-56700	37400-79000
	Farm Officer Grade II (Agriculture)	20000-45800	27900-63700
*	Senior Farm Supervisor (Vety)	39500-83000	55200-115300
	Farm Supervisor Grade I (Vety)	35700-75600	50200-105300
	Farm Supervisor Grade II (Vety)	35700-75600	50200-105300
	Farm Assistant Sel.Gr (vety)	32300-68700	45600-95600
h	Farm Assistant Sen.Gr (vety)	30700-65400	43400-91200
	Farm Assistant Grade I (vety)	26500-56700	37400-79000
	Farm Assistant Grade II (vety)	20000-45800	27900-63700
	Processing Technology Assistant	29200-62400	41300-87000
	Dairy Assistant	26500-56700	37400-79000
	Field Man (Fisheries)	20000-45800	27900-63700
	Syce	19000-43600	26500-60700
	Field Supervisor	17000-37500	23700-52600
	Fisherman	17000-37500	23700-52600
	<b>ENGINEERING / TECHNICAL WING</b>		
	Director of Physical Plant	68700-110400	95600-153200
*	Executive Engineer (HG)	68700-110400	95600-153200
	Instrumentation Engineer	68700-110400	95600-153200
	Executive Engineer	68700-110400	95600-153200
e	Assistant Executive Engineer (Electrical / Mech / Civil) HG	45800-89000	63700-123700
	Assistant Executive Engineer (Electrical / Mech / Civil)	40500-85000	56500-118100
	Assistant Engineer (Electronics/Agri Engineering)	39500-83000	55200-115300

	Assistant Engineer (Electrical / Mech / Civil)	39500-83000	55200-115300
	Overseer Grade I	26500-56700	37400-79000
*	Pump Operator Sel. Gr	26500-56700	37400-79000
	Pump Operator Sen. Gr	22200-48000	31100-66800
	Pump Operator Grade I	19000-43600	26500-60700
	Pump Operator Grade II	18000-41500	25100-57900
	Lineman	17000-37500	23700-52600
	Workshop Attender	18000-41500	25100-57900
	Workshop Mate	16500-35700	23000-50200
	Assistant Agricultural Engineer (HG)	45800-89000	63700-123700
	Assistant Agricultural Engineer	40500-85000	56500-118100
	Training Assistant	30700-65400	43400-91200
	Technical Assistant (Statistics)	30700-65400	43400-91200
	Technical Assistant in the All India Co-ordinated Research project on Biological Control of Crop Pests under the Kerala Agricultural University	30700-65400	43400-91200
	Trade Assistant	22200-48000	31100-66800
*	Senior Technical Supervisor	39500-83000	55200-115300
	Technical Supervisor Grade I	35700-75600	50200-105300
	Technical Supervisor Grade II	35700-75600	50200-105300
	Technician Sel.Gr	32300-68700	45600-956

	Technician Sen.Gr	30700-65400	43400-91200
	Technician Grade I	26500-56700	37400-79000
	Technician Grade II	17500-39500	24400-55200
	<b>TRANSPORT WING</b>		
*	Vehicle Supervisor (HDV)	32300-68700	45600-95600
f	HDV Driver Sel. Gr	27800-59400	39300-83000
	HDV Driver Sen. Gr	22200-48000	31100-66800
	HDV Driver Grade I	20000-45800	27900-63700
	HDV Driver Grade II	18000-41500	25100-57900
*	Vehicle Supervisor (LDV)	27800-59400	39300-83000
	LDV Driver Sel. Gr	27800-59400	39300-83000

f	LDV Driver Sen.Gr	22200-48000	31100-66800
	LDV Driver Grade I	20000-45800	27900-63700
	LDV Driver Grade II	18000-41500	25100-57900
*	Bus Attendant Sel. Gr	26500-56700	37400-79000
	Bus Attendant Sen. Gr	26500-56700	37400-79000
	Bus Attendant Grade I	22200-48000	31100-66800
	Bus Attendant Grade II	17500-39500	24400-55200
*	Tractor Driver Sel. Gr	26500-56700	37400-79000
	Tractor Driver Sen.Gr	22200-48000	31100-66800
b	Tractor Driver Grade I	20000-45800	27900-63700
	Tractor Driver Grade II	18000-41500	25100-57900
	Skipper Grade II	36600-79200	51400-110300
	Engineer in Charge	29200-62400	41300-87000
	Gear Technician	19000-43600	26500-60700
	Deck Hand	16500-35700	23000-50200
	<b>PRINTING PRESS</b>		
	Press Manager	35700-75600	50200-105300
	General Foreman	32300-68700	45600-95600
	Senior Foreman	30700-65400	43400-91200
	Senior Proof Reader	30700-65400	43400-91200
	Junior Foreman	29200-62400	41300-87000
	Proof Reader Grade I	29200-62400	41300-87000
	Proof Reader Grade II	27800-59400	39300-83000
*	Printer/Compositor/ Binder Sel. Gr	27800-59400	39300-83000
g	Printer/Compositor/ Binder Sen. Gr	27800-59400	39300-83000

	Printer/Compositor/ Binder Grade I	25200-54000	35600-75400
	Printer/Compositor/ Binder/ Grade II	19000-43600	26500-60700
	Copy Holder	20000-45800	27900-63700
	Computer (Press)	20000-45800	27900-63700
	<b>SCHOOL STAFF</b>		
	Headmaster	39500-83000	55200-115300
	Teacher HSA Sel. Gr	36600-79200	51400-110300

	Teacher HSA Sen. Gr	35700-75600	50200-105300
	Teacher HSA (HG)	32300-68700	45600-95600
	Teacher HSA	29200-62400	41300-87000
	Teacher LPSA Sel. Gr	32300-68700	45600-95600
	Teacher LPSA Sen. Gr	30700-65400	43400-91200
	Teacher LPSA Grade I	27800-59400	39300-83000
	Teacher LPSA	25200-54000	35600-75400
	UPSA/SA (Malayalam Medium) UPSA Hindi	22200-48000	31100-66800
	Nursery School Assistant/School Assistant (Drawing/Physical Education/Music)	22200-48000	31100-66800
	<b>SECURITY WING</b>		
	Chief Security Officer	42500-87000	59300-120900
	<b>OTHER CATEGORIES</b>		
	Public Relations Officer	42500-87000	59300-120900
	Labour Officer	42500-87000	59300-120900
	Language Editor	30700-65400	43400-91200
	Junior Statistician	27800-59400	39300-83000
	Technical Assistant(stat)	36600-79200	51400-110300
	Chief Artist	35700-75600	50200-105300
	Malayalam Translator	25200-54000	35600-75400
	Artist	29200-62400	41300-87000
	Photographer	29200-62400	41300-87000
*	Hostel Manager Sel. Gr	26500-56700	37400-79000
	Hostel Manager Sen.Gr	26500-56700	37400-79000
	Hostel Manager Grade I	25200-54000	35600-75400

	Hostel Manager Grade II	19000-43600	26500-60700
*	Matron Sel. Gr	26500-56700	37400-79000
	Matron Sen. Gr	26500-56700	37400-79000
	Matron Grade I	25200-54000	35600-75400
	Matron Grade II	19000-43600	26500-60700
	Cook-cum-Caretaker	19000-43600	26500-60700
	Dark Room Assistant	19000-43600	26500-60700
	Ayah	17000-37500	23700-52600

	Helper	17000-37500	23700-52600
	Pharmacist	22200-48000	31100-66800

- Existing ratio 2:1 will continue.
- Existing ratio 1:1 will continue.
- Existing ratio 1:1:1 will continue.
- Existing ratio 1:1:1:1 will continue
- Existing ratio 2:1 will continue.
- Existing ratio 1:1:1 among Driver Grade II, Grade I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Selection Grade.
- Existing ratio 2:2:1 will continue.
- Existing ratio 5:2:1 will continue.

@ On personal scale

\* The post will be treated as vanishing category and the existing incumbents will be on personal scale given against the post.

## Allowances

### 1. Special Allowance

Category	Rate per month (₹)
PA to VC	600
PA to Registrar/Comptroller	550
Section Officers working in GA-G, GA-L sections	550
Section officers working as Administrative Assistants	500
Assistants in GA-G, GA-L sections	500
Computer Assistants/ OS attending Stenographer's duty	550
Driver (VC's car) eligible for additional amount	700
Additional amount for drivers of statutory officers	150
Driver HDV	400
Driver LDV	400
Tractor Driver	220
Clerical Assistant in GA-G Section	250
Class IV (OA) in VC's office	320
Class IV (OA) in Guest House	200

Class IV (OA) in Registrar/ Comptroller's office	320
Class IV(OA) in GA-G Section	220
Duffedar	200
Cook cum Caretaker in Guest House	200
General Foreman	140

## 2. Compensatory Allowance

Category	Rate per month (₹)
Farm Assistant/Farm Officer/ Farm Manager/Farm Superintendent / Farm Supervisor (Agri./Vety)	350+500* (₹500/- additionally for handling stock & stores*)
Warden of Colleges	250
Assistant Warden	200 or rent free quarters

## 3. Risk Allowance

Category	Rate per month (₹)
Professor (RTL)	300

## 4. Uniform Allowance

Category	Rate per Annum (₹)
HDV Driver	2700
LDV Driver	2700
Bus Attendant	2700
Lab Assistant Grade II	2700
Pump Operator	2700
Technician	2700
Ayah	2700



Class IV	2700
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### 5. Footwear Allowance

Category	Rate per Annum (₹)
Driver	500
Bus Attendant	500

**Note:** No allowances other than those mentioned above will be allowed to the employees.

### 7. KERALA VETERINARY & ANIMAL SCIENCES UNIVERSITY

	Post	Existing Scale of Pay	Revised Scale of Pay
	<b>UGC Scheme</b>		
	<b>Statutory Officers</b>		
	Vice Chancellor	UGC	UGC
	Registrar		
	Finance Officer		
	Controller of Examinations		
	<b>Teaching Staff</b>		
	Professor	UGC	UGC
	Associate Professor		
	Assistant Professor		
	<b>Other Officers</b>		
	Director of Students Welfare	UGC	UGC
	Director of Entrepreneurship		
	Director of Clinics		
	Director of Farms		
	Director, Infrastructure Development		
	Director, Centre for Advanced Studies		

	Director of Academics and Research		
	Dean		
	Law Officer		
	Associate Director		
	<b>ADMINISTRATIVE WING</b>		
	Joint Registrar/Sr. Deputy Comptroller/Sr. A.O	85000-117600	118100-163400
	Deputy Registrar/A.O Grade I /Deputy Finance Officer	77400-115200	107800-160000
a	Assistant Registrar H.G./A.O Grade II H.G/Assistant Finance Officer HG	68700-110400	95600-153200
	Assistant Registrar/A.O Grade II/Assistant Finance Officer	45800-89000	63700-123700
b	Section Officer H.G	40500-85000	56500-118100
	Section Officer	36600-79200	51400-110300
c	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
	Clerical Assistant/Lab Assistant Grade III	18000-41500	25100-57900
	Duffedar	18000-41500	25100-57900
a	Office Attendant HG	17000-37500	23700-52600
	Office Attendant	16500-35700	23000-50200
	<b>LIBRARY STAFF</b>		
	Assistant Librarian	UGC	UGC
	Reference Officer HG	39500-83000	55200-115300
	Reference Officer	35700-75600	50200-105300
	Reference Assistant HG	32300-68700	45600-95600
	Reference Assistant	27800-59400	39300-83000
	<b>FAIR COPY WING</b>		
b	Office Superintendent HG	40500-85000	56500-118100
	Office Superintendent	36600-79200	51400-110300
d	Computer Assistant (Sel. Gr)	32300-68700	45600-95600
	Computer Assistant (Sen Gr)	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700

	<b>ENGINEERING/ TECHNICAL WING</b>		
	Instrumentation Engineer	68700-110400	95600-153200
	Assistant Executive Engineer	40500-85000	56500-118100
	Assistant Engineer	39500-83000	55200-115300
b	Overseer Grade I	26500-56700	37400-79000
	Overseer Grade II	22200-48000	31100-66800
	Technician Grade II	17500-39500	24400-55200

*	Technician Grade I	26500-56700	37400-79000
	Pump Operator/Oil Engine Driver Grade II	18000-41500	25100-57900
	<b>TRANSPORT WING</b>		
e	Driver Sel.Gr.	27800-59400	39300-83000
	Driver Sen. Gr.	22200-48000	31100-66800
	Driver Grade I	20000-45800	27900-63700
	Driver HDV/LDV	18000-41500	25100-57900
	Tractor Driver Grade II	18000-41500	25100-57900
	Bus Attendant	17500-39500	24400-55200
	<b>FARM STAFF</b>		
g	Farm Assistant Grade II (Vety)	20000-45800	27900-63700
	Farm Assistant Grade I (Vety)	26500-56700	37400-79000
	Farm Assistant Sr.Gr (Vety)	30700-65400	43400-91200
*	Farm Supervisor Grade II (Vety)	35700-75600	50200-105300
*	Farm Supervisor Grade I (Vety)	35700-75600	50200-105300
f	Farm Officer Grade II	20000-45800	27900-63700
	Farm Officer Grade I	26500-56700	37400-79000
	Farm Officer Sr. Gr	30700-65400	43400-91200
*	Farm Manager Grade II (Agri)	35700-75600	50200-105300
*	Farm Manager Grade I (Agri)	35700-75600	50200-105300
*	Farm Superintendent	39500-83000	55200-115300
*	Senior Farm Supervisor (Vety)	39500-83000	55200-115300
	<b>OTHER CATEGORIES</b>		
	Pharmacist	22200-48000	31100-66800
#	Duplicating Machine Operator	18000-41500	25100-57900

	Radiographer	22200-48000	31100-66800
	Lab Assistant Grade II	19000-43600	26500-60700
	Matron Grade II	19000-43600	26500-60700
	Chief Artist	35700-75600	50200-105300
	Artist	29200-62400	41300-87000
	Cook-cum- Caretaker	19000-43600	26500-60700

- a. Existing ratio 2:1 will continue.
  - b. Existing ratio 1:1 will continue.
  - c. Existing ratio 1:1:1 will continue.
  - d. Existing ratio 1:1:1:1 will continue
  - e. Existing ratio 1:1:1 among Driver Grade II, Grade I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Selection Grade.
  - f. Existing ratio 2:2:1 will continue.
  - g. Existing ratio 5:2:1 will continue
- \* The post will be treated as vanishing category and the existing incumbents will be on personal scale given against the post.

## Allowances

### 1. Special Allowance

Category	Rate per month (₹)
PA to VC	550
PA to Registrar	400
Professor i/c Library	300
S.Os working in BOM/MC	400
Assistant in Section BOM/MC	300
Peon in MC Section	120
S.O working as Administrative Assistant	400
Section Officer working in Legal Section	400
Typist attending Stenography duty	400
Farm Assistant (vety) attending chick sexing	200
Driver LDV	300

Driver VC's car	400
Peon in VC's office/Registrar office	320
Persons attending night duty	300
Cook cum Care taker in the Guest House	150
Class IV employee in Guest House	200
HDV Driver	300

## 2. Compensatory Allowance

Category	Rate per month (₹)
Farm Assistant/ Farm Supervisor (Agri./Vety)	200
Field Supervisor	200
Warden of colleges	250/- or rent free quarters
Assistant warden	150/- or rent free quarters

## 3. Risk Allowance

Category	Rate per month (₹)
Professor (Radio Tracer Lab)	300
Professor/Director (Pathology/ Microbiology Dept.)	300
Associate Professor of surgery (Radiology)	300
Associate Professor (Pathology/ Microbiology)	300
Assistant Professor (Pathology/ Microbiology)	300
Lab Technician/ Lab Assistant (Pathology/ Microbiology)	200
Radiographer/ X'ray technician	150
Attenders/ Class IV employees / postmortem assistants working in pathology/ microbiology Dept.	110
Attender/Class IV employees working in pathology section	110

## 4. Uniform Allowance

Category	Rate per Annum (₹)
Driver	2700
Class IV employee	2700
Tractor Driver	2700
Pump Operator	2700
Technician	2700
Lab Assistant	2700
Bus Attendant	2700

Note: No allowances other than those mentioned above will be allowed to the employees.

## 8. KERALA UNIVERSITY OF FISHERIES AND OCEAN STUDIES

	Post	Existing Scale of Pay	Revised Scale of Pay
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Finance Officer		
	Controller of Examinations		
	Professor		
	Associate Professor		
	Assistant Professor		
	Assistant Librarian		
	Deputy Registrar		
a	Assistant Registrar(HG)	68700-110400	95600-153200
a	Assistant Registrar	45800-89000	63700-123700
b	Section Officer (HG)	40500-85000	56500-118100
	Section Officer	36600-79200	51400-110300
c	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000

b	Office Superintendent HG	40500-85000	56500-118100
	Office Superintendent	36600-79200	51400-110300
d	Computer Assistant (Sel.Gr.)	32300-68700	45600-95600
	Computer Assistant (Sr.Gr.)	30700-65400	43400-91200
	Computer Assistant (Grade I)	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700
a	Office Attendant HG	17000-37500	23700-52600
	Office Attendant	16500-35700	23000-50200
	Bus Attendant	17500-39500	24400-55200
	Clerical Asst./Lab Asst. Grade III	19000-43600	26500-60700
	Deck Hand	16500-35700	23000-50200
	Driver HDV	18000-41500	25100-57900
e	Driver Sel.Gr	27800-59400	39300-83000
	Driver Sr. Gr.	22200-48000	31100-66800
	Driver Grade I	20000-45800	27900-63700
	Driver Grade II	18000-41500	25100-57900
	Duplicating Machine Operator	18000-41500	25100-57900
*	Farm Manager Grade I	35700-75600	50200-105300
*	Farm Manager Grade II	35700-75600	50200-105300
f	Farm Officer (Sr.Gr.)	30700-65400	43400-91200
	Farm Officer Grade I	26500-56700	37400-79000
	Farm Officer Grade II	20000-45800	27900-63700
*	Farm Superintendent	39500-83000	55200-115300
	Field Man (Fisheries)	20000-45800	27900-63700
	Fisherman	17000-37500	23700-52600
	Gear Technician	19000-43600	26500-60700

	Hostel Manager	19000-43600	26500-60700
	Lab Asst. Grade I	25200-54000	35600-75400
	Lab Asst. Grade II	19000-43600	26500-60700
	Reference Assistant	35700-75600	50200-105300
	Technical Assistant	32300-68700	45600-95600
	Library Assistant	27800-59400	39300-83000
	Matron	19000-43600	26500-60700

	Programmer	39500-83000	55200-115300
	Pump Operator	18000-41500	25100-57900
	Skipper	36600-79200	51400-110300
	Technician/Tech. Supervisor	17500-39500	24400-55200

- a. Existing ratio 2:1 will continue.  
b. Existing ratio 1:1 will continue.  
c. Existing ratio 1:1:1 will continue.  
d. Existing ratio 1:1:1:1 will continue.  
e. Existing ratio 1:1:1 among Driver Grade II, Grade I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Selection Grade.  
f. Existing ratio 2:2:1 will continue.  
\* The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned.

## 9. APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY

	Post	Existing Scale of Pay	Revised Scale of Pay
	Vice Chancellor	AICTE/UGC	AICTE/UGC
	Registrar		
	Controller of Examinations		
	Finance Officer		
	Dean (Academics)		
	Dean (Research)		
	Director	AICTE/UGC	AICTE/UGC
	Professor		
	Assistant Professor		
	Associate Professor		
	Librarian		
	Senior Director (Administration/Affiliation)		
	Director (Finance/Accounts and Audit)		
	Director (Academics)		
	Director (Research)		
	Joint Director		



	Assistant Director		
	Joint Registrar	85000-117600	118100-163400
	Deputy Registrar	77400-115200	107800-160000
a	Assistant Registrar (HG)	68700-110400	95600-153200
	Assistant Registrar	45800-89000	63700-123700
b	Section Officer (HG)	40500-85000	56500-118100
	Section Officer	36600-79200	51400-110300
c	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
	Clerical Assistant	18000-41500	25100-57900
	Confidential Assistant	27800-59400	39300-83000
	Computer programmer	45800-89000	63700-123700
	Workshop Superintendent	68700-110400	95600-153200
	Trade Instructor	22200-48000	31100-66800
	Tradesman	18000-41500	25100-57900

- a. Ratio of 2:1 between Assistant Registrar and Assistant Registrar (HG).  
b. Ratio of 1:1 between Section Officer and Section Officer (HG).  
c. Ratio of 1:1:1 among Assistant, Senior Grade Assistant and Assistant Section Officer.

## 10. KERALA UNIVERSITY OF HEALTH SCIENCES

	Post	Existing Scale of Pay	Revised Scale of Pay
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations		
	Finance Officer		
	Dean		
	Professor		
	Associate Professor		
	Assistant Professor		
	Assistant Librarian		

	Deputy Controller of Examinations		
	Joint Registrar	85000-117600	118100-163400
	Deputy Registrar	77400-115200	107800-160000
a	Assistant Registrar HG	68700-110400	95600-153200
	Assistant Registrar	45800-89000	63700-123700
	PRO	42500-87000	59300-120900
b	Section Officer (HG)	40500-85000	56500-118100
	Section Officer	36600-79200	51400-110300
c	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
	Hardware /Technician IT	29200-62400	41300-87000
	Accountant	26500-56700	37400-79000
	Data Entry Operator	25200-54000	35600-75400
	University Engineer	55350-101400	77200-140500
*	System ManagerUG	55350-101400	77200-140500
	Programmer (IT)	42500-87000	59300-120900
	Junior Programmer	39500-83000	55200-115300
	Junior Programmer (IT)	26500-56700	37400-79000
	Confidential Assistant	25200-54000	35600-75400
	Computer Assistant Gr II	20000-45800	27900-63700
	Assistant Engineer (IT& Electrical)	39500-83000	55200-115300
	Hardware Technician	18000-41500	25100-57900
	Sergeant	25200-54000	35600-75400
	Clerical Assistant	19000-43600	26500-60700
a	Office Attendant HG	17000-37500	23700-52600
	Office Attendant	16500-35700	23000-50200
d	Driver Sel. Gr.	27800-59400	39300-83000
	Driver Sr. Gr.	22200-48000	31100-66800
	Driver Grade I	20000-45800	27900-63700
	Driver Grade II	18000-41500	25100-57900

a. Existing ratio 2:1 will continue.

b. Existing ratio 1:1 will continue.

c. Existing ratio 1:1:1 will continue.

d. Existing ratio 1:1:1 among Driver Grade II, Grade I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Selection Grade.

**11. SREE SANKARACHARYA UNIVERSITY OF SANSKRIT**

	<b>Post</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
	<b>UGC Scheme</b>		
	<b>Statutory Officers</b>		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Professor		
	Associate Professor	UGC	UGC
	Assistant Professor		
	Assistant Director of Physical Education		
	<b>Library</b>		
	Deputy Librarian	UGC	UGC
	<b>Other Officers</b>		
	Director Planning & Development		
	Finance Officer	UGC	UGC
	<b>ADMINISTRATIVE WING</b>		
	Joint Registrar	85000-117600	118100-163400
	Deputy Registrar	77400-115200	107800-160000
a	Assistant Registrar H.G.	68700-110400	95600-153200
	Assistant Registrar	45800-89000	63700-123700
	PS to Statutory Officers	42500-87000	59300-120900
b	Section Officer H.G	40500-85000	56500-118100
	Section Officer	36600-79200	51400-110300

c	Assistant Section Officer	32300-68700	45600-95600
	Senior Grade Assistant	30700-65400	43400-91200
	Assistant	27800-59400	39300-83000
	Clerical Assistant Grade I	19000-43600	26500-60700
	Clerical Assistant Grade II	18000-41500	25100-57900
a	Office Attendant HG	17000-37500	23700-52600
	Office Attendant	16500-35700	23000-50200
	<b>PUBLICATION WING</b>		
	Senior Publication Officer	55350-101400	77200-140500
	<b>FAIR COPY WING</b>		
*	Section Officer (FC&D)	35700-75600	50200-105300
b	Office Superintendent (HG)	40500-85000	56500-118100
	Office Superintendent	36600-79200	51400-110300
d	Computer Assistant (Sel. Grade)	32300-68700	45600-95600
d	Computer Assistant (Sr. grade)	30700-65400	43400-91200
	Computer Assistant Grade I	27800-59400	39300-83000
	Computer Assistant Grade II	20000-45800	27900-63700
	<b>SECURITY WING</b>		
	Security Officer	39500-83000	55200-115300
e	Security Guard Hr. Gr.	22200-48000	31100-66800
	Security Guard	19000-43600	26500-60700
	<b>LIBRARY</b>		
	Reference Assistant	35700-75600	50200-105300
	Technical Assistant	32300-68700	45600-95600
	Library Assistant	27800-59400	39300-83000
	<b>TRANSPORT WING</b>		
f	Driver Sel. Gr	27800-59400	39300-83000
	Driver Sr. Gr	22200-48000	31100-66800
	Driver Grade I	20000-45800	27900-63700
	Driver Grade II	18000-41500	25100-57900
	<b>COMPUTER WING</b>		
	Computer Operator	26500-56700	37400-79000
	<b>TEACHING STAFF</b>		
	Lecturer (Non UGC)	35700-75600	50200-105300
	<b>ENGINEERING/ TECHNICAL WING</b>		

	Assistant Engineer (Civil)	39500-83000	55200-115300
	Assistant Engineer (Electrical)	39500-83000	55200-115300
	Overseer	19000-43600	26500-60700
	Plumber	18000-41500	25100-57900
	Electrician	18000-41500	25100-57900
	<b>PRINTING PRESS</b>		
	Binder	19000-43600	26500-60700
	Printer	19000-43600	26500-60700
	<b>OTHER CATEGORIES</b>		
	Public Relations Officer	42500-87000	59300-120900
	Library Attender	18000-41500	25100-57900
	Telephone Operator	18000-41500	25100-57900
	Assistant Legal Officer	32300-68700	45600-95600

- a. Existing ratio 2:1 will continue.
  - b. Existing ratio 1:1 will continue.
  - c. Existing ratio 1:1:1 will continue.
  - d. Existing ratio 1:1:1:1 will continue.
  - e. Existing ratio 5:1 will continue.
  - f. Existing ratio 1:1:1 among Driver Grade II, Grade I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Sel.Grade.
- \* The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned.

## Allowances

### 1. Special Allowance

Category	Rate per month (₹)
Private Secretary to Vice Chancellor	900
Private Secretary to Pro Vice Chancellor	750
Private Secretary to Registrar	750
Section Officer in O/o the Vice Chancellor	800

Computer Assistant in O/o the Vice Chancellor	750
Assistant in O/o the Pro-Vice Chancellor	500
Assistant in O/o the Registrar	500
Assistant in O/o the Finance Officer	500
Computer Assistant in O/o the Registrar	500
Clerical Assistant in O/o the Registrar	320
Office Attendant in O/o the Vice Chancellor	600
Office Attendant in O/o the Pro-Vice Chancellor	320
Office Attendant in O/o the Registrar	320
Office Attendant in O/o the Finance Officer	320

## 2. Uniform Allowance

Category	Rate per Annum (₹)
Security Guard	3500
Driver	2700

**Note:** No allowances other than those mentioned above will be allowed to the employees.

## 12. THUNCHATH EZHUTHACHAN MALAYALAM UNIVERSITY

	Post	Existing Scale of Pay	Revised Scale of Pay
	Vice Chancellor	UGC	UGC
	Registrar		
	Controller of Examinations		
	Finance Officer		
	Professor		
	Associate Professor		
	Assistant Professor		
	Assistant		