



## GOVERNMENT OF KERALA

### Abstract

Industries Department - Revision of pay and allowances of permanent employees of Kerala Bureau of Industrial Promotion (K-Bip) - Sanctioned - Orders issued.

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### INDUSTRIES(G) DEPARTMENT

G.O.(Ms)No.20/2024/ID Dated, Thiruvananthapuram, 15-03-2024

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Read 1 GO(Ms)No.66/2017/ID dated 13.07.2017.

2 The letter No.855/Govt/Corres/KBIP/2021 dated 02/09/2021 from Chief Executive Officer, Kerala Bureau of Industrial Promotion, Thiruvananthapuram.

### ORDER

As per the Government accorded read as 1<sup>st</sup> paper above, sanction was accorded for the revision of pay of permanent employees of Kerala Bureau of Industrial Promotion (K-Bip), with retrospective effect from 01.07.2014.

2) As per the letter referred above, Chief Executive Officer, K-Bip informed that the 38<sup>th</sup> Governing Body Meeting of K-bip chaired by Principal Secretary (Industries) and Chairman, K-bip approved for adopting the corresponding revised scale of pay for the permanent posts in K-bip vide GO(P) No. 27/2021/Fin dated 10.02.2021 with effect from July 1, 2019. and requested for the approval for adopting the revised scale of pay for the permanent posts in K-bip with effect from 01/07/2019. CEO, K-bip informed that the average monthly additional financial commitment for implementation of revised scale of pay in K-bip for the permanent employees is approximately Rs. 1,09,000 /-(Rupees One Lakh Nine Thousand only) and this will be met from the Administrative & implementation charges appropriated in each proposal of K-bip approved under various schemes of Directorate of Industries and Commerce and also

from various funds allotted to K-bip for the implementation of various schemes/projects of Government of India.

4) Government have examined the matter in detail. The revision of pay and allowances of the employees in Kerala Bureau of Industrial Promotion (KBIP) w.e.f 01/07/2019, subject to the condition that the entire expenditure on account of this pay revision should be met from the internal resources of KBIP and Government will not provide any additional financial assistance now or at any later stage on this account, is granted as follows.

#### A.Posts and scales of pay

SL No	Post	No of Post	Existing Scale of Pay	Corresponding revised scale of pay
1	Chief Executive Officer	1	81000-117600	112800-163400
2	General Manager	1	68700-110400	95600-153200
3	Manager	1	45800-89000	63700-123700
4	Deputy Manager	1	42500-87000	59300-120900
5	Programme Officer (as per G.O.(Ms) No. 93/ 2020/ID dated.23.10.2020)	2	35700-75600	50200-105300
6	Programme Assistant (as per G.O. (Ms)No.93/2020/ID dated.23.10.2020)	2	20000-45800	27900-63700
7	Driver	2	18000-41500	25100-57900
8	Office Attendant	2	16500-35700	23000-50200
9	Part Time Sweeper	1	8200-13340	11500-18940

B. Pay fixation of regular employees should be done as per Annexure II & Annexure III of G.O(P)No.27/2021/Fin Dated 10/02/2021 and pay fixation of Part-time Sweeper should be done as per Para 32 and Annexure VII and Annexure VIII of the G.O.

#### C. Dearness Allowance

Dearness Allowance will be as per para 11 of the G.O(P) No.27/2021/Fin dated 10/02/2021 and the revision of rates of DA will be as ordered by the State Government from time to time for the State Government employees. The rates of DA on revised scales of pay with effect from 01.07.2019 will be as follows:

Date	Rate of DA %	Total DA %
01/07/19	0	0
01/01/20	4	4
01/07/20	3	7

#### D. General Conditions.

1.The revised scale of pay will take effect from 01.07.2019. The revised rates of allowances mentioned in this pay revision will have effect from the month in which the pay revision order is issued. The matter of payment of pay revision arrears will be decided by the Government later.

2.The incumbent employees shall be eligible for fixation of pay as per the stage to stage fixation table attached to G.O(P) No.27/2021/Fin dated 10/02/2021. New employees appointed/regularised after 30/06/2019 are eligible for only the minimum of the respective scale of pay.

3. All the employees regularised as per G.O(Ms)No.93/2020/ID, dated:23-10-2020 are eligible only for the minimum of the scale of pay of the respective post w.e.f-the dates of their taking charge after securing the permanent appointment. The directions in G.O(P)No.31/2018/fin, dated:03-03-2018 must be strictly followed.

4. HRA will be at the rates as applicable to Government Employees as

ordered in para 12 of G.O(P) No.27/2021/FIN Dated 10/02/2021.

5. All allowances other than those specified in this revision shall be discontinued forthwith. Allowances which are not specifically mentioned will be treated as withdrawn from the month in which pay revision order is issued. No benefits other than those mentioned above will be allowed for the staff of KBIP.

6. The posts of Driver & Office Assistant will be eligible for time bound higher grade scales as in Annex -VI of G.O(P) No.27/2021/Fin dated 10/02/2021.

7. Pay revision is applicable only to those employees who are working against the sanctioned posts, created with the approval of Government.

8. The orders issued subsequent to General Pay Revision order of Government employees should not be implemented in KBIP without prior Government sanction. Violation in this regard will be viewed seriously.

9. This pay revision will not be applicable to contract/daily waged employees.

10. Daily waged employees must be selected only for a limited period of 179 days. Contract/Daily waged employees in KBIP should not be posted permanently. The directions in Circular No.55/2022/FIN, dated 08/07/2022 must be strictly followed. Violations will be viewed seriously. The Executive Director, KBIP will be held personally responsible for any violations and strict actions will be taken against the delinquents.

11. Stepping up of the scales of pay of any category will not be allowed under any circumstances.

12. Upgradation/creation/redesignation of posts (whether full time, part time, temporary, and contract or daily wages) will not be allowed without prior Government sanction.

13. No person shall be appointed (whether full time, part time, temporary and contract, daily waged or deputation) without a post created validly through a

Government Order.

14. KBIP shall not change the terms and conditions of service of its employees without prior approval of the Government.

15. In case of any doubt regarding fixation of pay, anomalies etc, prior consent of Finance Department should be obtained before arriving at a decision.

16. Appointments (permanent/ deputation/ temporary/ daily waged/ provisional) shall be made only to the posts created with the approval of Government.

17. Ratio based promotions, upgradations, re-designations or creation of posts shall not be done without Government approval.

18. The entire expenditure on account of this pay revision will be met from the internal resources of KBIP and Government will not provide any additional financial assistance on this account now or at a later stage.

19. The maximum employer contribution to EPF should be limited @ 12% of Rs. 15,000/-(Basis pay + DA).

20. G-SPARK should be implemented in KBIP. The next pay revision will be granted only after the implementation of the same.

21. Under no circumstances Government grant shall be diverted for meeting establishment expenditure including salary expenditure and the item wise expenditure met out of Government grants should be noted in the annual accounts.

22. The Executive Director, KBIP will be held personally responsible for any violation in implementing the pay revision.

(By order of the Governor)  
SUMAN BILLA  
PRINCIPAL SECRETARY

To:

The Director of Industries and Commerce, Thiruvananthapuram.

The Chief Executive Officer, Kerala Bureau of Industrial Promotion,  
Thiruvananthapuram.

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

The General Administration(SC) Department.

The Finance (PU-D) Department( Vide No. PU-D2/26/2021-FIN dated  
27.02.2024 )

The Planning and Economics Affairs(BPE) Department(Vide No.  
PLGEA-BPE1/147/2021-PLGEA Dated 22.09.2021)

The Information and Public Relations Department(Web& New Media)

Stock File/Office Copy

Forwarded /By order

*Shabna*

Section Officer

Copy to:

PS to Minister (Industries)

PA to Principal Secretary-I(Industries)



രഹസ്യം

കേരള സർക്കാർ  
മന്ത്രിസഭായോഗത്തിന്റെ നടപടിക്കുറിപ്പുകൾ

തീയതി : 13-03-2024


ഫയൽ നം. 142/ജി2/2023/വ്യവ.

ഇനം നം: 2126

വിഷയം : വ്യവസായ വകുപ്പ് - കെ-ബിപ്പ് ജീവനക്കാരുടെ 01/07/2019 മുതലുള്ള ശമ്പളപരിഷ്കരണം.

തീരുമാനം : കുറിപ്പിലെ നിർദ്ദേശം അംഗീകരിച്ചു.

(ഒപ്പ്)  
പിണറായി വിജയൻ  
മുഖ്യമന്ത്രി  
(ശരിപ്പകർപ്പ്)

  
ഡോ. വേണു. വി.  
ചീഫ് സെക്രട്ടറി

പ്രിൻസിപ്പൽ സെക്രട്ടറി, വ്യവസായ വകുപ്പ്.

**GOVERNMENT OF KERALA**  
**(SHRI. PINARAYI VIJAYAN MINISTRY)**

**Note for the Council of Ministers**

1.	File No.	:	142/G2/2023/ID
2.	Department	:	Industries (G) Department
3.	Subject	:	Industries Department – Revision of Pay and Allowances of permanent employees of Kerala Bureau of Industrial Promotion (K-Bip) w.e.f 01/07/2019
4.	Date of Chief Minister’s Order for placing before the Council	:	10/03/2024
5.	i. Does the case involves financial commitments/Implications ii. If the answer to the above is in the affirmative, whether Finance Department has been consulted and their remarks incorporated in the Council Note	: :	Yes Yes
6.	Are any other Departments concerned with the case and if so, have they been consulted and their remarks incorporated in the Note for the Council?	:	Yes Planning and Economic Affairs Department
7.	Name of Deputy Secretary who submitted the Draft Note	:	Shri. Rajeshkumar K. K.
8.	Name of Principal Secretary who approved the Draft Note	:	Shri. Suman Billa
9.	Date of approval of the Draft Note for the Council by the Principal Secretary	:	12.03.2024
10.	Name of Chief Secretary who approved the Draft Note	:	Dr.Venu.V
11.	Date of approval of the Draft Note for the Council by the Chief Secretary	:	12.03.2024
12.	Name of Minister who approved the Draft Note	:	Shri.P.Rajeeve
13.	Date of approval of the Draft Note for the Council by the Minister	:	12.03.2024
14.	Date of submission of fair copies	:	12.03.2024
15.	Date of decision by the Council of Ministers	:	
16.	Number and date of Government Order/letter communicating the decision	:	



## Note for Council of Ministers

This note deals with the sanctioning of the revision of pay and allowances of the employees in Kerala Bureau of Industrial Promotion (K-bip), an autonomous body under the Industries Department, with effect from 01/07/2019.

2) As per GO(Ms)No.66/2017/ID dated 13.07.2017, sanction was accorded for the revision of pay of 7 permanent employees of K-bip, with retrospective effect from 01.07.2014. The 38<sup>th</sup> Governing Body Meeting of K-bip chaired by Principal Secretary (Industries) and Chairman, K-bip approved for adopting the corresponding revised scale of pay for the permanent posts in K-bip vide GO(P) No. 27/2021/Fin dated 10.02.2021 with effect from July 1, 2019. Subsequently DIC & Executive Director, K-bip submitted proposal for the approval for adopting the revised scale of pay for the permanent posts in K-bip w.e.f 01/07/2019.

Sl. No	Post	No.of post	Existing Scale of pay	New Scale of pay
1	Chief Executive Officer	1	81000-117600	112800-163400
2	General Manager	1	68700-110400	95600-153200
3	Manager	1	45800-89000	63700-123700
4	Deputy Manager	1	42500-87000	59300-120900
5	Programme Officer	2	35700-75600	50200-105300
6	Programme Assistant	2	20000-45800	27900-63700
7	Driver -I	1	27800-59400	39300-83000

8	Driver-II	1	18000-41500	25100-57900
9	Office Attendant -I	1	20000-45800	27900-63700
10	Office Attendant -II	1	16500-35700	23000-50200
11	Part time Sweeper	1	8200-13340	11500-18940

3) CEO, K-bip informed that the average monthly additional financial commitment for implementation of revised scale of pay in K-bip for the permanent employees is approximately Rs. 1,09,000 /- (Rupees One Lakh Nine Thousand only) and this will be met from the Administrative & implementation charges appropriated in each proposal of K-bip approved under various schemes of Directorate of Industries and Commerce and also from various funds allotted to K-bip for the implementation of various schemes/projects of Government of India.

4) When the file was recommended and forwarded to Finance Department for remarks that Department remarked as follows:

" The Administrative Department is requested to resubmit the file with the following details as per Circular No.69/2016/Fin dated 12/08/2016.

(a) The disposal of previous pay revision order.

(b) Staff pattern approved by govt. issued as a Government order and with details of category, sanctioned strength, existing strength, scale of pay sanctioned at the time of post creation, orders by which post are created, method of recruitment etc.

(c) Latest audited Income & Expenditure statement & Balance sheet for the year ended March 2021.

(d) Recommendation from Planning (BPE).

(e) Copies of MOU&AOA/by law.

- (f) Details of staff -permanent, contract, daily wages and deputation.
- (g) Details of staff including name, post held, date of entry in service, qualification prescribed for post, qualification possessed by employee, date from which continuing in the present post, method of appointment with copy of special rules/orders specifying qualification/method of appointment etc.
- (h) Details of new post created / abolished since last pay revision and its Government order.
- (i) Audit report from Accountant General.
- (j) Copies of Statutes/Acts/Rules/Orders under which K-bip was created"

5) CEO, K-bip reported that the staff pattern of K-bip is approved vide GO(Rt)No. 987/2019/ID dated 30.09.2019 and in addition to that, 6 employees in K-bip were regularised vide GO(Ms) 93/2020/ID dated 23.10.2020. CEO, K-bip also reported that there are 22 employees in K-bip in permanent/contract/daily wages Categories

6) Remarks of Planning (BPE) Dept is as follows:

“ K-bip is an autonomous body of Government of Kerala. This does not come under the purview of Planning (BPE)Department. Hence, Industries (G) Department is informed to take decision regarding adoption of revised scale of pay for the permanent employees of KBIP as per G.O.(P)No.27/2021/Fin dated10.02.2021, in

consultation with the Finance Department ”

7) CEO, K-bip furnished all the details as remarked by Finance Department and when file forwarded to Finance dept with all these details, that dept remarked as follows

“AD is informed as follows :

The revision of pay and allowances of the employees in Kerala Bureau of Industrial Promotion (KBIP) w.e.f 01/07/2019, subject to the condition that the entire expenditure on account of this pay revision should be met from the internal resources of KBIP and Government will not provide any additional financial assistance now or at any later stage on this account, may be granted as follows.

#### **A.Posts and scales of pay**

SL No	Post	No of Post	Existing Scale of Pay	Corresponding revised scale of pay
1	Chief Executive Officer	1	81000-117600	112800-163400
2	General Manager	1	68700-110400	95600-153200
3	Manager	1	45800-89000	63700-123700
4	Deputy Manager	1	42500-87000	59300-120900
5	Programme Officer (as per G.O.(Ms) No. 93/ 2020/ID dated.23.10.2020)	2	35700-75600	50200-105300
6	Programme Assistant (as per G.O.(Ms)No.93/2020/ID	2	20000-45800	27900-63700

	dated.23.10.2020)			
7	Driver	2	18000-41500	25100-57900
8	Office Attendant	2	16500-35700	23000-50200
9	Part Time Sweeper	1	8200-13340	11500-18940

B. Pay fixation of regular employees should be done as per Annexure II & Annexure III of G.O(P)No.27/2021/Fin Dated 10/02/2021 and pay fixation of Part-time Sweeper should be done as per Para 32 of Annexure VII and Annexure VIII of the G.O.

#### C. Dearness Allowance

Dearness Allowance will be as per para 11 of the G.O(P) No.27/2021/Fin dated 10/02/2021 and the revision of rates of DA will be as ordered by the State Government from time to time for the State Government employees. The rates of DA on revised scales of pay with effect from 01.07.2019 will be as follows:

Date	Rate of DA %	Total DA %
01/07/19	0	0
01/01/20	4	4
01/07/20	3	7

#### D. General Conditions.

1.The revised scale of pay will take effect from 01.07.2019. The revised rates of allowances mentioned in this pay revision will have effect from the month in which the pay revision order is issued. The

matter of payment of pay revision arrears will be decided by the Government later.

2. The incumbent employees shall be eligible for fixation of pay as per the stage to stage fixation table attached to G.O(P) No.27/2021/Fin dated 10/02/2021. New employees appointed/regularised after 30/06/2019 are eligible for only the minimum of the respective scale of pay.

3. All the employees regularised as per G.O(Ms)No.93/2020/ID,dated :23-10-2020 are eligible only for the minimum of the scale of pay of the respective post w.e.f the dates of their taking charge after securing the permanent appointment. The directions in G.O(P)No.31/2018/fin,dated :03-03-2018 (LRno-3) must be strictly followed.

4. HRA will be at the rates as applicable to Government Employees as ordered in para 12 of G.O(P) No.27/2021/FIN Dated 10/02/2021.

5. All allowances other than those specified in this revision shall be discontinued forthwith. Allowances which are not specifically mentioned will be treated as withdrawn from the month in which pay revision order is issued. No benefits other than those mentioned above will be allowed for the staff of KBIP.

6. The posts of Driver & Office Assistant will be eligible for time bound higher grade scales as in Annex -VI of G.O(P) No.27/2021/Fin dated 10/02/2021.

7. Pay revision is applicable only to those employees who are working against the sanctioned posts, created with the approval of

Government.

8. The orders issued subsequent to General Pay Revision order of Government employees should not be implemented in KBIP without prior Government sanction. Violation in this regard will be viewed seriously.

9. This pay revision will not be applicable to contract/daily waged employees.

10. Daily waged employees must be selected only for a limited period of 179 days. Contract/Daily waged employees in KBIP should not be posted permanently. The directions in Circular No.55/2022/FIN, dated 08/07/2022 must be strictly followed. Violations will be viewed seriously. The Executive Director, KBIP will be held personally responsible for any violations and strict actions will be taken against the delinquents.

11. Stepping up of the scales of pay of any category will not be allowed under any circumstances.

12. Upgradation/creation/redesignation of posts (whether full time, part time, temporary, and contract or daily wages) will not be allowed without prior Government sanction.

13. No person shall be appointed (whether full time, part time, temporary and contract, daily waged or deputation) without a post created validly through a Government Order.

14. KBIP shall not change the terms and conditions of service of its employees without prior approval of the Government.

15. In case of any doubt regarding fixation of pay, anomalies etc, prior consent of Finance Department should be obtained before arriving

at a decision.

16. Appointments (permanent/ deputation/ temporary/ daily waged/ provisional) shall be made only to the posts created with the approval of Government.

17. Ratio based promotions, upgradations, re-designations or creation of posts shall not be done without Government approval.

18. The entire expenditure on account of this pay revision will be met from the internal resources of KBIP and Government will not provide any additional financial assistance on this account now or at a later stage.

19. The maximum employer contribution to EPF should be limited @ 12% of Rs. 15,000/-(Basis pay + DA).

20. G-SPARK should be implemented in KBIP. The next pay revision will be granted only after the implementation of the same.

21. Under no circumstances Government grant shall be diverted for meeting establishment expenditure including salary expenditure and the item wise expenditure met out of Government grants should be noted in the annual accounts.

22. The Executive Director, KBIP will be held personally responsible for any violation in implementing the pay revision.

23. AD is requested to place the pay revision proposal before the Cabinet for approval and to forward the draft G.O to this Department for vetting.

This has the approval of Hon'ble Minister (Finance)”

8) When the file was circulated for orders on placing the matter pertaining to the sanctioning of the revision of pay and allowances of



the permanent employees in Kerala Bureau of Industrial Promotion (K-bip) w.e.f 01/07/2019, for the consideration of the Council of Ministers, Hon. Chief Minister ordered to place the matter before the Council of Ministers.

**Point for decision**

Whether the pay and allowances of the permanent employees of Kerala Bureau of Industrial Promotion (K-bip) may be revised w.e.f 01/07/2019 in accordance with the recommendation from Planning (BPE) Department and subject to the conditions suggested by Finance Department at Para 7 ?

**കേരള സർക്കാർ**  
**(ശ്രീ. പിണറായി വിജയൻ മന്ത്രിസഭ)**  
**മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പ്**

1	ഫയൽനമ്പർ	:	നം.142/ജി2/2023/വ്യവ.
2	വകുപ്പ്	:	വ്യവസായ (ജി) വകുപ്പ്
3	വിഷയം	:	വ്യവസായ വകുപ്പ് - കെ-ബിപ്പ് ജീവനക്കാരുടെ 01/07/2019 മുതലുള്ള ശമ്പളപരിഷ്കരണം സംബന്ധിച്ച്
4	മന്ത്രിസഭായോഗത്തിൽ സമർപ്പിക്കാനുള്ള മുഖ്യമന്ത്രിയുടെ ഉത്തരവ് തീയതി	:	10/03/2024
5	(i) ഇത് സാമ്പത്തികബാധ്യതയുള്ളതാണോ? (ii) സാമ്പത്തികബാധ്യതയുള്ളതാണെങ്കിൽ ധനവകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ?	:	അതെ  ഉണ്ട്
6	മറ്റേതെങ്കിലും വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ?	:	ഉണ്ട്  ആസൂത്രണ സാമ്പത്തിക കാര്യ വകുപ്പ്
7	കുറിപ്പ് സമർപ്പിച്ച ഡെപ്യൂട്ടി സെക്രട്ടറിയുടെ പേര്	:	ശ്രീ. രാജേഷ് കുമാർ കെ. കെ.
8	കുറിപ്പ് അംഗീകരിച്ച പ്രിൻസിപ്പൽ സെക്രട്ടറിയുടെ പേര്	:	ശ്രീ. സുമൻ ബില്ല
9	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറി അംഗീകരിച്ച തീയതി	:	12.03.2024
10	കുറിപ്പ് അംഗീകരിച്ച ചീഫ് സെക്രട്ടറിയുടെ പേര്	:	ഡോ.വേണു.വി
11	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് ചീഫ് സെക്രട്ടറി അംഗീകരിച്ച തീയതി	:	12.03.2024
12	മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പ് അംഗീകരിച്ച മന്ത്രിയുടെ പേര്	:	ശ്രീ. പി. രാജീവ്
13	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് മന്ത്രി അംഗീകരിച്ച തീയതി	:	12.03.2024
14	കുറിപ്പിന്റെ പകർപ്പുകൾ സമർപ്പിച്ച തീയതി	:	12.03.2024
15	മന്ത്രിസഭായോഗം തീരുമാനമെടുത്ത തീയതി	:	
16	തീരുമാനം പുറപ്പെടുവിച്ച സർക്കാർ ഉത്തരവ്/കത്തിന്റെ നമ്പരും തീയതിയും	:	

## മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പ്

വ്യവസായ വകുപ്പിന് കീഴിലെ സ്വയംഭരണ സ്ഥാപനമായ കേരള ബ്യൂറോ ഓഫ് ഇൻഡസ്ട്രിയൽ പ്രൊമോഷനിലെ (കെ-ബിപ്പി) ജീവനക്കാരുടെ ശമ്പളവും മറ്റ് ആനുകൂല്യങ്ങളും 01/07/2019 മുതൽ പരിഷ്കരിക്കുന്നത് അംഗീകരിക്കുന്നത് സംബന്ധിച്ചാണ് ഈ കുറിപ്പ്.

2. 13/07/2017-ലെ സ.ഉ.(സാധാ)നം.66/2017/വ്യവ സർക്കാർ ഉത്തരവ് പ്രകാരം, കെ-ബിപ്പിലെ 7 സ്ഥിര ജീവനക്കാരുടെ ശമ്പള വർദ്ധനവിന് 01.07.2014 മുതൽ മുൻകാലപ്രാബല്യത്തോടെ സർക്കാർ അംഗീകാരം നൽകിയിരുന്നു. കെ-ബിപ്പ് ചെയർമാൻ കൂടിയായ വ്യവസായ വകുപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറി അധ്യക്ഷനായ കെ-ബിപ്പിലെ 38-ാം ഗവേണിംഗ് ബോഡി യോഗം, സർക്കാർ ജീവനക്കാർക്ക് 10/02/2021-ലെ ജി.ഒ(പി)നം.27/2021/ധന ഉത്തരവ് പ്രകാരം അനുവദിച്ച ശമ്പള വർദ്ധന ഉത്തരവിന് അനുസൃതമായി കെ-ബിപ്പിലെ സ്ഥിര ജീവനക്കാരുടെ ശമ്പളം 01/07/2019 മുതൽ പുതുക്കി നൽകുന്നതിന് ശുപാർശ ചെയ്തു. ഇതിൻപ്രകാരം കെ-ബിപ്പ് എക്സിക്യൂട്ടീവ് ഡയറക്ടർ കൂടിയായ വ്യവസായ വാണിജ്യ ഡയറക്ടർ 01/07/2019 മുതൽ കെ-ബിപ്പിലെ സ്ഥിര ജീവനക്കാരുടെ ശമ്പളം പുതുക്കി നൽകുന്നതിനായി സർക്കാരിൽ ശുപാർശ ചെയ്തുകൊണ്ട് പ്രൊപ്പോസൽ സമർപ്പിച്ചു.

കെ-ബിപ്പിലെ സ്ഥിര ജീവനക്കാരുടെ ശമ്പള സ്കെയിലുകൾ പരിഷ്കരിക്കുന്നതിനുള്ള നിർദ്ദേശം ചുവടെ വിഭാഗങ്ങളിൽ ഉൾപ്പെടുന്നു.

Sl.No	Post	No.of post	Existing Scale of pay	New Scale of pay
1	Chief Executive Officer	1	81000-117600	112800-163400
2	General Manager	1	68700-110400	95600-153200
3	Manager	1	45800-89000	63700-123700
4	Deputy Manager	1	42500-87000	59300-120900
5	Programme Officer	2	35700-75600	50200-105300
6	Programme Assistant	2	20000-45800	27900-63700
7	Driver -I	1	27800-59400	39300-83000
8	Driver-II	1	18000-41500	25100-57900
9	Office Attendant-I	1	20000-45800	27900-63700
10	Office Attendant -II	1	16500-35700	23000-50200
11	Part time Sweeper	1	8200-13340	11500-18940

3. ശമ്പള പരിഷ്കരണത്തിന് ഏകദേശം ആവശ്യമായ പ്രതിമാസ തുക 1,09,000 (ഒരു ലക്ഷത്തി ഒൻപതിനായിരം രൂപ) രൂപയാണെന്നും കേന്ദ്ര ഗവൺമെന്റിന്റെ വിവിധ പദ്ധതികൾക്കായും വ്യവസായ വാണിജ്യ ഡയറക്ടറേറ്റ് വഴി നടത്തേണ്ട പദ്ധതികൾക്കായും കെ-ബിപ്പിന് അനുവദിക്കുന്ന തുകയിൽ നിന്നും, മേൽ സൂചിപ്പിച്ച അധിക തുക കണ്ടെത്തുമെന്ന് കെ-ബിപ്പ് ചീഫ് എക്സിക്യൂട്ടീവ് ഓഫീസർ അറിയിച്ചിരുന്നു.

4. പ്രൊപ്പോസൽ ശുപാർശ ചെയ്തുകൊണ്ട് ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായത്തിനായി ഫയൽ സമർപ്പിച്ചപ്പോൾ ആ വകുപ്പ് താഴെ പറയും പ്രകാരം അഭിപ്രായപ്പെട്ടു.

" The Administrative Department is requested to resubmit the file with the following details as per Circular No.69/2016/Fin dated.12/08/2016.

- (a) The disposal of previous pay revision order.
- (b) Staff pattern approved by govt. issued as a Government order and with details of category, sanctioned strength, existing strength, scale of pay sanctioned at the time of post creation, orders by which post are created, method of recruitment etc.
- (c) Latest audited Income & Expenditure statement & Balance sheet for the year ended March 2021.
- (d) Recommendation from Planning (BPE).
- (e) Copies of MOU&AOA/by law.
- (f) Details of staff -permanent, contract, daily wages and deputation.
- (g) Details of staff including name, post held, date of entry in service, qualification prescribed for post, qualification possessed by employee, date from which continuing in the present post, method of appointment with copy of special rules/orders specifying qualification/method of appointment etc.
- (h) Details of new post created / abolished since last pay revision and its Government order.
- (i) Audit report from Accountant General.
- (j) Copies of Statutes/Acts/Rules/Orders under which K-bip was created"

5. 30/09/2019-ലെ സ.ഉ.(സാധാ)987/2019/വ്യവ നമ്പർ ഉത്തരവ് പ്രകാരം കെ-ബിപ്പ് സ്റ്റാഫ് പാറ്റേൺ സർക്കാർ അംഗീകരിച്ചെന്നും, 23/10/2020-ലെ സ.ഉ.(കെ)93/2020/വ്യവ നമ്പർ സർക്കാർ ഉത്തരവ് പ്രകാരം കെ-ബിപ്പിലെ ആറു ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തിയതായും കെ-ബിപ്പ് ചീഫ് എക്സിക്യൂട്ടീവ് ഓഫീസർ അറിയിച്ചിരുന്നു. കെ-ബിപ്പിൽ സ്ഥിര/താൽക്കാലിക/ദിവസവേതന /കരാർ ജീവനക്കാർ ഉൾപ്പെടെ ആകെ 22 ജീവനക്കാർ ഉണ്ടെന്നും ചീഫ് എക്സിക്യൂട്ടീവ് ഓഫീസർ റിപ്പോർട്ട് ചെയ്യുകയുണ്ടായി.

6. പ്ലാനിംഗ് (ബി.പി.ഇ) വകുപ്പിന്റെ അഭിപ്രായം ചുവടെ ചേർക്കുന്നു.

“ K-bip is an autonomous body of Government of Kerala. This does not come under the purview of Planning (BPE) Department. Hence, Industries (G) Department is informed to take decision regarding adoption of revised scale of pay for the permanent employees of KBIP as per G.O.(P)No.27/2021/Fin dated 10.02.2021, in consultation with the Finance Department ”

7. ധനകാര്യ വകുപ്പ് ആവശ്യപ്പെട്ട എല്ലാ വിവരങ്ങളും കെ-ബിപ് ചീഫ് എക്സിക്യൂട്ടീവ് ഓഫീസർ ലഭ്യമാക്കുകയും, മേൽ വിശദാംശങ്ങൾ ഉൾപ്പെടെ ഫയൽ വീണ്ടും ധനകാര്യ വകുപ്പിന് അയക്കുകയും ചെയ്തപ്പോൾ ആ വകുപ്പ് ചുവടെ ചേർക്കും വിധം അഭിപ്രായപ്പെട്ടു.

“AD is informed as follows :

The revision of pay and allowances of the employees in Kerala Bureau of Industrial Promotion (KBIP) w.e.f 01/07/2019, subject to the condition that the entire expenditure on account of this pay revision should be met from the internal resources of KBIP and Government will not provide any additional financial assistance now or at any later stage on this account, may be granted as follows.

A.Posts and scales of pay

SL No	Post	No of Post	Existing Scale of Pay	Corresponding revised scale of pay
1	Chief Executive Officer	1	81000-117600	112800-163400
2	General Manager	1	68700-110400	95600-153200
3	Manager	1	45800-89000	63700-123700
4	Deputy Manager	1	42500-87000	59300-120900
5	Programme Officer (as per G.O.(Ms)No.93/2020/ID dated.23.10.2020)	2	35700-75600	50200-105300

6	Programme Assistant (as per G.O.(Ms)No.93/2020/ID dated.23.10.2020)	2	20000-45800	27900-63700
7	Driver	2	18000-41500	25100-57900
8	Office Attendant	2	16500-35700	23000-50200
9	Part Time Sweeper	1	8200-13340	11500-18940

B. Pay fixation of regular employees should be done as per Annexure II & Annexure III of G.O(P)No.27/2021/Fin Dated 10/02/2021 and pay fixation of Part-time Sweeper should be done as per Para 32 of Annexure VII and Annexure VIII of the G.O.

#### C. Dearness Allowance

Dearness Allowance will be as per para 11 of the G.O(P) No.27/2021/Fin dated 10/02/2021 and the revision of rates of DA will be as ordered by the State Government from time to time for the State Government employees. The rates of DA on revised scales of pay with effect from 01.07.2019 will be as follows:

Date	Rate of DA %	Total DA %
01/07/19	0	0
01/01/20	4	4
01/07/20	3	7

#### D. General Conditions.

1.The revised scale of pay will take effect from 01.07.2019. The revised rates of allowances mentioned in this pay revision will have effect from the month in which the pay revision order is issued. The matter of payment of pay revision arrears will be decided by the Government later.

2.The incumbent employees shall be eligible for fixation of pay as per the stage

to stage fixation table attached to G.O(P) No.27/2021/Fin dated 10/02/2021. New employees appointed/regularised after 30/06/2019 are eligible for only the minimum of the respective scale of pay.

3. All the employees regularised as per G.O(Ms)No.93/2020/ID,dated :23-10-2020 are eligible only for the minimum of the scale of pay of the respective post w.e.f the dates of their taking charge after securing the permanent appointment. The directions in G.O(P)No.31/2018/fin,dated :03-03-2018 (LRno-3) must be strictly followed.

4. HRA will be at the rates as applicable to Government Employees as ordered in para 12 of G.O(P) No.27/2021/FIN Dated 10/02/2021.

5. All allowances other than those specified in this revision shall be discontinued forthwith. Allowances which are not specifically mentioned will be treated as withdrawn from the month in which pay revision order is issued. No benefits other than those mentioned above will be allowed for the staff of KBIP.

6. The posts of Driver & Office Assistant will be eligible for time bound higher grade scales as in Annex -VI of G.O(P) No.27/2021/Fin dated 10/02/2021.

7. Pay revision is applicable only to those employees who are working against the sanctioned posts, created with the approval of Government.

8. The orders issued subsequent to General Pay Revision order of Government employees should not be implemented in KBIP without prior Government sanction. Violation in this regard will be viewed seriously.

9.This pay revision will not be applicable to contract/daily waged employees.

10. Daily waged employees must be selected only for a limited period of 179 days. Contract/Daily waged employees in KBIP should not be posted permanently. The directions in Circular No.55/2022/FIN, dated 08/07/2022 must be strictly followed. Violations will be viewed seriously. The Executive Director, KBIP will be held personally



responsible for any violations and strict actions will be taken against the delinquents.

11. Stepping up of the scales of pay of any category will not be allowed under any circumstances.

12. Upgradation/creation/redesignation of posts (whether full time, part time, temporary, and contract or daily wages) will not be allowed without prior Government sanction.

13. No person shall be appointed (whether full time, part time, temporary and contract, daily waged or deputation) without a post created validly through a Government Order.

14. KBIP shall not change the terms and conditions of service of its employees without prior approval of the Government.

15. In case of any doubt regarding fixation of pay, anomalies etc, prior consent of Finance Department should be obtained before arriving at a decision.

16. Appointments (permanent/ deputation/ temporary/ daily waged/ provisional) shall be made only to the posts created with the approval of Government.

17. Ratio based promotions, upgradations, re-designations or creation of posts shall not be done without Government approval.

18. The entire expenditure on account of this pay revision will be met from the internal resources of KBIP and Government will not provide any additional financial assistance on this account now or at a later stage.

19. The maximum employer contribution to EPF should be limited @ 12% of Rs. 15,000/-(Basis pay + DA).

20. G-SPARK should be implemented in KBIP. The next pay revision will be granted only after the implementation of the same.

21. Under no circumstances Government grant shall be diverted for meeting

establishment expenditure including salary expenditure and the item wise expenditure met out of Government grants should be noted in the annual accounts.

22. The Executive Director, KBIP will be held personally responsible for any violation in implementing the pay revision.

23. AD is requested to place the pay revision proposal before the Cabinet for approval and to forward the draft G.O to this Department for vetting.

This has the approval of Hon'ble Minister (Finance) ”

8. ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായത്തിന്റെ അടിസ്ഥാനത്തിൽ കെ-ബിപിയിലെ ജീവനക്കാരുടെ ശമ്പളവും ആനുകൂല്യങ്ങളും 01.07.2019 മുതൽ പരിഷ്കരിക്കുന്ന വിഷയത്തിൽ ഉത്തരവിനായി ഫയൽ ബഹു.മുഖ്യമന്ത്രിക്ക് സമർപ്പിച്ചപ്പോൾ ഇക്കാര്യം മന്ത്രിസഭായോഗത്തിന്റെ പരിഗണനക്ക് സമർപ്പിക്കാൻ ഉത്തരവായി.

**തീരുമാനമെടുക്കേണ്ട സംഗതി**

ധനകാര്യവകുപ്പ് ഖണ്ഡിക(7)ൽ നിർദ്ദേശിച്ചിട്ടുള്ള നിബന്ധനകൾക്ക് വിധേയമായും ആസൂത്രണ സാമ്പത്തിക കാര്യ (ബി.പി.ഇ) വകുപ്പിന്റെ ശുപാർശയുടെ അടിസ്ഥാനത്തിലും കേരള ബ്യൂറോ ഓഫ് ഇൻഡസ്ട്രിയൽ പ്രൊമോഷനിലെ സ്ഥിര ജീവനക്കാരുടെ ശമ്പളവും ആനുകൂല്യങ്ങളും 01.07.2019 മുതൽ പരിഷ്കരിക്കാവുന്നതാണോ?