



GOVERNMENT OF KERALA

Abstract

Disaster Management Department- Enhancement of the Consolidated Pay of the Contract Employees of Kerala State Disaster Management Authority -Sanctioned -Orders Issued.

DISASTER MANAGEMENT (A) DEPARTMENT

G.O.(Ms)No.7/2026/DMD Dated,Thiruvananthapuram, 24-02-2026

1. Letter No. MTO VI/1585/2024/SDMA-KSDMA dated 30.10.2024 and 20.02.2025 from Member Secretary, Kerala State Disaster Management Authority(KSDMA)
2. Letter No. MTO VI/1585/2024/SDMA-KSDMA dated 24.07.2025 from Commissioner Disaster Management
- 3 G.O.(Ms)No.54/2025/DMD dated 19/04/2025
- 4 G.O.(Rt)No.637/2025/DMD dated 16/10/2025

ORDER

As per the letters read as 1st paper above, the Member Secretary, Kerala State Disaster Management Authority(KSDMA), has submitted a proposal for the revision of pay structure of contract employees of Kerala State Disaster Management Authority(KSDMA). As per the letter read as 2nd paper above the Commissioner Disaster Management has submitted a proposal for implementing EPF scheme also.

2. Government have examined the matter in detail. Considering the peculiar situation prevailing in the institution, Government have decided to enhance the consolidated pay of contract employees of Kerala State Disaster Management Authority(KSDMA) by 10 % in addition to the 5%

enhancement given as per the Government Order read as 3rd paper above, subject to the following conditions:

a). No financial benefits shall be granted to the contract employees in addition to the contract pay without prior approval from Government.

b). Re designation/pay revision/hike in pay for the contract employees should be done only with prior approval of Government.

3. Government have also examined the implementation of EPF scheme to the employees of KSDMA. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is applicable to any establishment employing 20 or more persons. Since Kerala State Disaster Management Authority (KSDMA) employs more than 20 personnel and no alternate PF scheme is in place, it falls under the statutory coverage of the EPF & MP Act, 1952. Section 26A(2) of the EPF Scheme, 1952 stipulates that for employees whose monthly pay exceeds ₹15,000, the contribution payable by the employee and in respect of him by the employer shall be limited to the amounts payable on a salary of ₹15,000. The contribution rules are as given below:

Component	Rate	Salary Cap	Notes
Employee contribution	12%	₹15,000 (default)	Can contribute more voluntarily if salary exceeds ₹15,000
Employer (govt) contribution	12%	₹15,000 (default)	Employer may restrict contribution to ₹15000 even if salary is higher. Employer contribution is thus Rs.1,800/employee
Pension Scheme (EPS)	8.33%	₹15,000	From Employer's share
EPF from Employer	3.67%	₹15,000	Remaining portion of employer's 12%

4. In the circumstances, Government have pleased to accord sanction to the following

i) To enhance the consolidated pay of contract employees of Kerala State Disaster Management Authority(KSDMA) by 10 % in addition to the 5% enhancement given as per the Government Order read as 3rd paper above, subject to the following conditions:

a). No financial benefits shall be granted to the contract employees in addition to the contract pay without prior approval from Government.

b). Re designation/pay revision/hike in pay for the contract employees should be done only with prior approval of Government.

ii) To extend the Employees' Provident Fund (EPF) benefits to the contract employees of Kerala State Disaster Management Authority(KSDMA) in accordance with the existing rules as detailed in para 3 of this order.

(By order of the Governor)
M G RAJAMANICKAM
SECRETARY

To:

The Commissioner, Disaster Management.

The Member Secretary, Kerala State Disaster Management Authority

Incumbents concerned (Through Member Secretary, KSDMA)

The Principal Accountant General (Audit), Kerala, Thiruvananthapuram

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

General Administration(SC)Department(Item No.....)

Finance Department

Labour & Skills (E) Department

Web & New Media, I& PRDepartment

Stock file/Office copy

Forwarded /By order

Signed by Vincent U

Date: 25-02-2026 09:27:02

Section Officer



രഹസ്യം

കേരള സർക്കാർ
മന്ത്രിസഭായോഗത്തിന്റെ നടപടിക്കുറിപ്പുകൾ

തീയതി : 18-02-2026

ഫയൽ നം. ഡി.എം.എ1/138/2024/ഡി.എം.ഡി.

ഇനം നം: 3709

വിഷയം : ദുരന്തനിവാരണ വകുപ്പ് - സംസ്ഥാന ദുരന്ത നിവാരണ അതോറിറ്റിയിലെ കരാർ ജീവനക്കാരുടെ ശമ്പള ഘടനയുടെ പരിഷ്കരണം.

തീരുമാനം : കുറിപ്പിലെ നിർദ്ദേശം (ബി), (സി) അംഗീകരിച്ചു.

(ഒപ്പ്)

പിണറായി വിജയൻ

മുഖ്യമന്ത്രി

(ശരിപ്പകർപ്പ്)

ഡോ. എ. ജയതിലക്

ചീഫ് സെക്രട്ടറി

സെക്രട്ടറി, ദുരന്തനിവാരണ വകുപ്പ്.

കേരള സർക്കാർ
(ശ്രീ. പിണറായി വിജയൻ മന്ത്രിസഭ)
മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പ്

3709

1.	ഫയൽ നമ്പർ	ഡി.എം.എ 1/138/2024-ഡി.എം.ഡി.
2.	വകുപ്പ്	ദുരന്ത നിവാരണ (എ) വകുപ്പ്
3.	വിഷയം	സംസ്ഥാന ദുരന്ത നിവാരണ അതോറിറ്റിയിലെ കരാർ ജീവനക്കാരുടെ ശമ്പള ഘടനയുടെ പരിഷ്കരണം
4.	മന്ത്രിസഭായോഗത്തിൽ സമർപ്പിക്കാനുള്ള മുഖ്യമന്ത്രിയുടെ ഉത്തരവ് തീയതി	14/01/2026
5.	(i) ഇത് സാമ്പത്തിക ബാധ്യതയുള്ളതാണോ?	അതെ
	(ii) സാമ്പത്തിക ബാധ്യതയുള്ളതാണെങ്കിൽ ധനകാര്യ വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ; ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ?	ഉണ്ട്
6.	മറ്റേതെങ്കിലും വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ; ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ?	ഉണ്ട്
7.	കുറിപ്പ് സമർപ്പിച്ച അഡിഷണൽ സെക്രട്ടറിയുടെ പേര്	ശ്രീമതി. ബിന്ദു സി. വർഗ്ഗീസ്
8.	കുറിപ്പ് അംഗീകരിച്ച സെക്രട്ടറിയുടെ പേര്	ശ്രീ. എം. ജി. രാജമാണിക്കം
9.	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് സെക്രട്ടറി അംഗീകരിച്ച തീയതി	09/02/2026
10.	കുറിപ്പ് അംഗീകരിച്ച ചീഫ് സെക്രട്ടറിയുടെ പേര്	ഡോ. എ. ജയതിലക്
11.	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് ചീഫ് സെക്രട്ടറി അംഗീകരിച്ച തീയതി	16/02/2026
12.	കുറിപ്പ് അംഗീകരിച്ച മന്ത്രിയുടെ പേര്	ശ്രീ. പിണറായി വിജയൻ
13.	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് മന്ത്രി അംഗീകരിച്ച തീയതി	17/02/2026
14.	കുറിപ്പിന്റെ പകർപ്പുകൾ സമർപ്പിച്ച തീയതി	17/02/2026
15.	മന്ത്രിസഭായോഗം തീരുമാനമെടുത്ത തീയതി	
16.	തീരുമാനം പുറപ്പെടുവിച്ച സർക്കാർ ഉത്തരവ്/ കത്തിന്റെ നമ്പറും തീയതിയും	

മന്ത്രിസഭാ യോഗത്തിനായുള്ള കുറിപ്പ്

1) ഈ കുറിപ്പ് സംസ്ഥാന ദുരന്ത നിവാരണ അതോറിറ്റി (KSDMA)യിലെ കരാർ ജീവനക്കാരുടെ ശമ്പളഘടനയുടെ പരിഷ്കരണവുമായി ബന്ധപ്പെട്ടതാണ്.

2) സംസ്ഥാന ദുരന്ത നിവാരണ അതോറിറ്റിയിലെ സീനിയർ കരാർ ജീവനക്കാരെ സ്ഥിരപ്പെടുത്തുന്നതിനുള്ള ഒരു പ്രൊപ്പോസൽ കെ.എസ്.ഡി.എം.എ മെമ്പർ സെക്രട്ടറി സമർപ്പിക്കുകയും 16/08/2024 ന് നടന്ന സംസ്ഥാന എക്സിക്യൂട്ടീവ് കമ്മിറ്റി യോഗം കെ.എസ്.ഡി.എം.എയുടെ സംഘടനാ ഘടന, ശമ്പള ഘടന, സ്ഥാപനത്തിനുള്ളിലെ കരിയർ പുരോഗതി എന്നിവ ഉൾക്കൊള്ളുന്ന വിശദമായ ഒരു സ്കീമ് (Schema) ദുരന്തനിവാരണ വകുപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറി സമർപ്പിക്കേണ്ടതാണെന്നും എൻ.ഡി.എം.എ.യിലെയും ചില എസ്.ഡി.എം.എ.കളിലെയും കരാർ ജീവനക്കാർ ഉൾപ്പെടെയുള്ള ജീവനക്കാരുടെ ഘടനയും തൊഴിൽ വ്യവസ്ഥകളും റഫറൻസായി ഉപയോഗിക്കാമെന്നും നിർദ്ദേശിച്ചു. അതനുസരിച്ച്, സ്റ്റാഫ് പാറ്റേൺ പുനഃക്രമീകരിക്കുന്നതിനുള്ള പുതുക്കിയ പ്രൊപ്പോസൽ കെ.എസ്.ഡി.എം.എ മെമ്പർ സെക്രട്ടറി സമർപ്പിക്കുകയും പ്രസ്തുത പ്രൊപ്പോസൽ സംബന്ധിച്ച് ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം തേടാൻ 31.01.2025 ന് നടന്ന എസ്ഇസി യോഗം തീരുമാനിക്കുകയും ചെയ്തു.

3) ഫയൽ ധനകാര്യ വകുപ്പിന് അയച്ചപ്പോൾ, ടി വകുപ്പ് താഴെപ്പറയുന്ന അഭിപ്രായം ലഭ്യമാക്കി:

"In the Judgment in Umadevi case the Hon'ble Supreme court has ordered that it will not issue directions for regularisation, absorption or permanent continuance, unless the employees claiming regularisation had been appointed in pursuance of a regular recruitment in accordance with relevant rules in an open competitive process, against sanctioned vacant posts. So the proposal can be examined only after framing special rules related to KSDMA and if do, such regularization will attract Contempt of Court Proceedings. In the circumstances, a decision on the restructuring of staff pattern of KSDMA can not be taken in the SEC meeting and it may be noticed as the lapse on the part of Administrative Department to place the matter in the SEC.

Moreover, at present, the employees of KSDMA are engaged on contract basis with the consolidated pay fixed by Government. The appointment and extension of contract are governed by the norms fixed by Government. In the restructuring proposal, Grade pay and long term tenure of contract are proposed. As per the existing guide lines issued by Finance Department, contract employees are eligible for consolidated pay only and there is restrictions in contract tenure. The employees appointed for limited periods shall execute an agreement as envisaged in the proviso below KSR Part I Rule 8 (Appendix I), wherein the conditions of service including pay, leave etc are included. If AD/KSDMA needs to appoint the contract employees in long term tenure, the proposal may be submitted as such after examining the administrative necessity for the restructuring of KSDMA, whether all the posts included in the proposal is inevitable for the Authority, proposed wages and to specify the additional financial liability to state exchequer, and to re-transmit the file with proper recommendation.

Administrative Department is also informed that there are contract employees working in most of the Government departments/Institutions/Projects and they are eligible for contract pay as fixed on the basis of Government Orders issued from Finance department from time to time (the latest order is G.O.(P).No.29/2021/Fin dt 11.2.2021 (Ref No.5)) and other benefits provided in the contract as per scheme guidelines. Regularisation of the contract employees in KSDMA may give rise to similar claims from other departments like Health, Education, LSGD etc., which will lead to huge financial commitment and unwanted court proceedings on the basis of the Judgment in Umadevi case. Attention of Administrative Department is also invited to G.O. (P).No.31/2018/Fin dt 03.03.2018 (Ref No.8) where in it is insisted that in case of regularisation of temporary employees it must be done with prospective effect only and also to Circular No.55/2022/Fin dtd 8.7.2022 (Ref No.9) containing instructions regarding regularisation of temporary employees. Administrative Department is requested to examine the proposal on the basis of the above."

4) കൂടാതെ, 11/02/2025 ലെ EXP-D3/18/2025-FIN (E3047508)നമ്പർ അനുദ്യോഗിക കുറിപ്പ് പ്രകാരം, ധനകാര്യ വകുപ്പ് ഇനിപ്പറയുന്ന കാര്യങ്ങളിലേക്കും ശ്രദ്ധ ക്ഷണിക്കുകയുണ്ടായി:

"1) The detailed schema of the organization structure proposed by AD is unacceptable and it cannot be a substitute for the Special Rules which is mandatory.

2) Attention is drawn to the G.O (P) No 27/2016/Fin dated 26/02/2016 (Ref 11), G.O (P) No 28/2016/Fin dated 26/02/2016 (Ref 12), G.O (P No 31/2018/Fin dated 03/03/2018 (Ref 8) , G.O(P) No. 81/2019/ Fin dated 09/07/2019 (Ref 13) , G.O (P) No. 29/2021/ Fin dated 11/02/2021 (Ref 5) and Circular No. 55/2022/ Fin dated 08/07/2022 (Ref 9).

3) The " restructuring " on the proposed lines is in contravention to the provisions in Article 67 of Kerala Financial Code Vol - I (Ref 14) and the references above. The existing employees on contract basis drawing a consolidated pay / contract pay are therefore not eligible for scale of pay or grade pay.

4) However, the fact that professionals have to be retained in KSDMA by enhancing the consolidated pay is undeniable. Fixity of the tenure cannot be granted due to the Umadevi Judgement. Therefore, Finance would consider agreeing to only the following:

- 1. Increase in the consolidated pay of contract employees by 5%, as announced in the 2025-26 budget. A further increase beyond the announced 5% can be deliberated considering the peculiar situation prevailing in the institution.*
- 2. The tenure of the contract may be fixed for a period of 3 years, after every 3 years extension of contract for a further period (3 years) may be considered after a service break of one day as specified in the rules cited. "*

5) ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായങ്ങളുടെ അടിസ്ഥാനത്തിൽ, 11-2-2025 ന് നടന്ന SEC-യിൽ വിഷയം അവതരിപ്പിക്കുകയും SEC, ധനകാര്യവകുപ്പ് നിർദ്ദേശിച്ച പ്രകാരം കെ എസ് ഡി എം എ യിൽ നിന്നും പുതുക്കിയ പ്രൊപ്പോസൽ ലഭ്യമാക്കാൻ ശുപാർശ ചെയ്യുകയും ചെയ്തു:

6) ഫയൽ വീണ്ടും ധനകാര്യ വകുപ്പിന് അയച്ചപ്പോൾ, ആ വകുപ്പ് ഇനിപ്പറയുന്ന അഭിപ്രായം ലഭ്യമാക്കി:

I. Finance agrees to enhance the consolidated pay of contract employees of KSDMA by 10 % in addition to the 5% enhancement announced in the Budget Speech considering the peculiar situation prevailing in the institution.

II. The tenure of the contract may be fixed for a period of 3 years with annually renewed agreement. Renewal of agreement annually, will be subject to performance based on Annual Assessment Report approved by KSDMA. The renewal of contract will be done at KSDMA. After every 3 years, extension of contract for a further period (3 years) may be considered after a service break of minimum one day with the approval of Government.

III. The proposal for annual hike in remuneration and the contributory medical insurance scheme may not be agreed to.

IV. With regard to the proposal of providing Employees provident fund, AD is requested to seek the views of Labour Dept.

V. The enhancement in consolidated pay shall be given subject to the following conditions:

1. No financial benefits shall be granted to the contract employees in addition to the contract pay without prior approval from Government.

2. Re designation / pay revision/ hike in pay for the contract employees should be done only with prior approval of Government.

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

7) ഉത്തരവുകൾക്കായി ഫയൽ ബഹു. മുഖ്യമന്ത്രിക്ക് ചംക്രമണം ചെയ്തപ്പോൾ, ബഹു. മുഖ്യമന്ത്രി വിഷയം മന്ത്രിസഭയുടെ മുമ്പാകെ സമർപ്പിക്കാൻ ഉത്തരവിട്ടു.

8) മന്ത്രിസഭാ യോഗത്തിനായുള്ള കരട് കുറിപ്പ് സഹിതം ഫയൽ സമർപ്പിച്ചപ്പോൾ, ചീഫ് സെക്രട്ടറി, ഇവിഎഫിന്റെ കാര്യത്തിൽ തൊഴിൽ വകുപ്പിന്റെ അഭിപ്രായം തേടാനും

നിലവിലുള്ള സ്റ്റാഫ് പാറ്റേണും ശമ്പള സ്കെയിലും പ്രൊപ്പോസലിൽ ഉൾപ്പെടുത്താനും നിർദ്ദേശിച്ചുകൊണ്ട് ഫയൽ മടക്കി. അതനുസരിച്ച് അഭിപ്രായം രേഖപ്പെടുത്തുന്നതിനായി ഫയൽ തൊഴിൽ വകുപ്പിന് കൈമാറുകയും കൂടുതൽ വിശദാംശങ്ങൾ നൽകുന്നതിനായി കെഎസ്ഡിഎംഎ യ്ക്ക് കത്ത് അയയ്ക്കുകയും ചെയ്തു. തൊഴിൽ വകുപ്പ് നൽകിയ റിമാർക്സ് ഈ കുറിപ്പിന്റെ അനുബന്ധം-1 ആയി ചേർത്തിരിക്കുന്നു. കെഎസ്ഡിഎംഎ സമർപ്പിച്ച പുതുക്കിയ പ്രൊപ്പോസൽ അനുബന്ധം-2 ആയി ചേർത്തിട്ടുണ്ട്. കെഎസ്ഡിഎംഎ സമർപ്പിച്ച പുതുക്കിയ പ്രൊപ്പോസൽ വിശദമായി പരിശോധിച്ചു. ഫയൽ കുറിപ്പിന്റെ പ്രസക്തഭാഗം താഴെ ചേർക്കുന്നു.

Proposal from KSDMA	Objection raised by Government	Reply given by KSDMA	Remarks of DMD
KSDMA has proposed to meet the salary component from the Training and Capacity Building (TCB) window of the State Disaster Response Fund (SDRF).	On verification of the SDRF guidelines, it is observed that salary expenditure is not permitted under the TCB component. KSDMA was requested to substantiate the proposal with relevant rules or guidelines supporting the inclusion of salary expenditure under this head.	KSDMA has submitted that, SEC has decided to meet the salary component from Training and Capacity building window, with an annual allocation of 5 Crore from the aforementioned window. KSDMA has also stated that SDRF norms do not permit meeting the salary of regular employees but there is no explicit bar for professional contract staff for implementation of Preparedness and Capacity Building projects. It is also stated that DM act 2005 and SDRF guidelines provide the SEC flexibility in determining projects aimed at strengthening disaster management capabilities.	As per GO(Ms)No. 6/2023/DMD dated 18.06.2023 through which Government had issued guidelines for SDRF utilization, as Para No. 12 it is stated that "Expenditure from the Preparedness and Capacity building window will be governed by the Guidelines issued separately by the MHA for the Preparedness and Capacity building window of SDRF and NDRF". As per the Guidelines issued by MHA for utilization of funds under Preparedness and Capacity building funding window, Para 16(i) stated as follows " Exceptions for the list of activities are as under (i) Resources under Preparedness and Capacity building funding window cannot be used towards establishment expenditure

			<p>such as salaries, office expenditure etc to be incurred by the Disaster Management Authorities or other entities."</p> <p>Therefore as per guidelines, the reply given by KSDMA cannot be accepted.</p>
<p>KSDMA has stated that "NDMA has proposed 66 contractual technical staff for Kerala with a total expenditure of 1.5% of the total allocation of SDRF and SDMF amounting to Rs. 6.1 crore per annum."</p>	<p>KSDMA was requested to clarify whether this proposal has been approved by any competent authority, and also furnish the relevant NDMA guidelines or any communication from NDMA supporting this allocation and staff structure.</p>	<p>KSDMA has stated that, the current proposal draws upon established practices followed by NDMA and SEC has considered this proposal on the basis of a document presented in NDMA BC workshop held on 27.04.2024 and the discussions held on 12.11.2024 with the then Principal Secretary DMD. On the basis of this, Hon' ble CM has ordered to place the matter before Council of Ministers.</p>	<p>From the reply given by KSDMA, it is clear that the proposal was not based on an approved document of NDMA. It is only based on a document presented in a workshop conducted by NDMA. Therefore it is to be decided whether this staff pattern which is not approved by NDMA or any authority, is to be accepted by Government of Kerala.</p>
<p>KSDMA has proposed to treat the creation of posts and salary revision under a project titled "Strengthening of SDMA & DDMA"</p>	<p>KSDMA may be requested to identify and submit the specific SDRF component/head under which this project is proposed to be accommodated.</p>	<p>KSDMA has stated that this project is to be accommodated under the SDRF's Preparedness and Capacity building component. Since the Government's accounting system does not have dedicated heads directly mapping to SDRF components, the expenditure is typically booked under</p>	<p>In this regard it is submitted that as per SDRF guidelines, the salary expenditure cannot be met from Flood - Other items. As per Para (D) of GO(Ms) No. 6/2023/DMD, The flexibility is to be applicable only for State Specific Disasters i.e., only after the State has formally listed the Disaster as State Specific. This cannot be made applicable to the</p>

		"Flood-Other items".	salary component of KSDMA.
KSDMA has proposed hike in salary for certain posts (e.g., Hazard Analyst – from ₹49,150/- to ₹1,08,000/-) represents an increase of over 100%.	It is noted that the Finance Department has concurred only a 10% hike from the existing salary. therefore KSDMA was requested to submit a functional justification for the proposed hike and provide supporting data	KSDMA has submitted that the objective of the proposed hike is to ensure the retention and attraction of technically qualified professionals with domain expertise in Disaster Risk Reduction. The revision is aimed at reducing the KSDMA's dependence on State plan funds by shifting the cost of essential professional service to SDRF through a properly structured and approved project framework.	As per the SDRF guidelines, as stated above, the salary component cannot be met from SDRF. Therefore the reply given by KSDMA do not seems acceptable.
KSDMA has proposed a 5-year continuous contract with renewal authority vested in KSDMA itself	KSDMA was informed that the proposal is not in conformity with existing norms and hence cannot be accepted in its current form.	KSDMA stated that the five year tenure model provides long term engagement for capacity continuity while ensuring accountability and flexibility.	As per GO(Rt)No. 637/2025/DMD dated 16/10/2025, Government have issued guidelines fixing the period of contract staff, with the approval of Finance Department and Hon' ble CM. As per the GO, "The tenure of contract staff of KSDMA is fixed for a period of 3 years annually renewed agreement with one day break. Renewal of agreement annually will be subject to performance based on Annual Assessment Report approved by SDMA. The annual renewal of contract will be done by KSDMA.

			After every 3 years, extension of contract for a further period (3 years) will be considered after a service break of minimum 1 day with the approval of Government".
The provision for annual increments up to ₹3,000/- for all employees based on performance	The provision for annual increments up to ₹3,000/- for all employees based on performance is also not in consistent with the prevailing state government norms. KSDMA was requested to revise the proposal in line with applicable government guidelines or provide justification along with any precedent or policy enabling such provisions.	KSDMA has stated that, this increment aims to provide a basic financial incentives linked to annual performance appraisal in par with NDMA's provision for Rs. 5000 per annum.	The salary component of contract staff of KSDMA is met from State Plan Fund. Therefore the salary and annual hike can be fixed only as per the rate fixed by Finance Department from time to time. Therefore, as per GO(Rt)No.637/2025 /DMD dated 16/10/2025, Government has issued following guidelines for the annual hike of contract staff of KSDMA with the approval of Finance Department and the Hon'ble CM. As per the GO, "Contract staff of KSDMA shall be sanctioned the contract pay as fixed in GO(P)No. 54/2025/FIN dated 19.04.2025. Remuneration can be increased for contract employees of the respective categories as approved by Government from time to time".
Statement of Financial Commitments	KSDMA may be requested to furnish a detailed statement showing the existing and proposed annual financial	KSDMA has reported that the financial implications of the proposed restructuring were submitted as part of the proposal	The expenditure Statement was submitted by KSDMA

	commitments for the current sanctioned staff strength, including the impact of proposed salary revisions.	considered by the SEC on 11.02.2025.	
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9) എംപ്ലോയീസ് പ്രൊവിഡന്റ് ഫണ്ട് (ഇപിഎഫ്) സംബന്ധിച്ച്, ഇരുപത്(20) അല്ലെങ്കിൽ അതിൽ കൂടുതൽ ആളുകളെ ജോലിക്കെടുക്കുന്ന ഏതൊരു സ്ഥാപനത്തിനും എംപ്ലോയീസ് പ്രൊവിഡന്റ് ഫണ്ട് ആൻഡ് മിസലേനിയസ് പ്രൊവിഷൻസ് ആക്ട് 1952 ലെ സെക്ഷൻ 1(3) (ബി), ബാധകമാണ്. കെഎസ്ഡിഎഫ്യിൽ 20 ൽ കൂടുതൽ ജീവനക്കാർ ഉള്ളതിനാലും മറ്റ് പിഎഫ് പദ്ധതികൾ നിലവിലില്ലാത്തതിനാലും 1952 ലെ എംപ്ലോയീസ് പ്രൊവിഡന്റ് ഫണ്ട് ആൻഡ് മിസലേനിയസ് പ്രൊവിഷൻസ് നിയമത്തിന്റെ പരിധിയിൽ വരും. 1952 ലെ ഇപിഎഫ് സ്കീമിന്റെ സെക്ഷൻ 26 എ (2) പ്രകാരം പ്രതിമാസ ശമ്പളം ₹15,000 കവിയുന്ന ജീവനക്കാർക്ക്, ജീവനക്കാരനും തൊഴിലുടമയും നൽകുന്ന വിഹിതം പ്രതിമാസ ശമ്പളം ₹15,000 ന് നൽകേണ്ട വിഹിതത്തിന് തുല്യമായ തുകയായി പരിമിതപ്പെടുത്തിയിരിക്കുന്നു. അതിനാൽ, നിലവിലെ വ്യവസ്ഥകൾക്കനുസൃതമായി കെഎസ്ഡിഎഫ് ജീവനക്കാർക്ക് ഇപിഎഫ് ആനുകൂല്യങ്ങൾ നൽകുന്നത് സംബന്ധിച്ച് സർക്കാരിന് തീരുമാനം എടുക്കാമെന്ന് കെഎസ്ഡിഎഫ് മെമ്പർ സെക്രട്ടറി അറിയിച്ചു. കോൺട്രിബ്യൂഷൻ സംബന്ധിച്ച നിയമങ്ങൾ ചുവടെ ചേർത്തിരിക്കുന്നു:

Component	Rate	Salary Cap	Notes
Employee contribution	12%	₹15,000 (default)	Can contribute more voluntarily if salary exceeds ₹15,000
Employer (govt) contribution	12%	₹15,000 (default)	Employer may restrict contribution to ₹15000 even if salary is higher. Employer contribution is thus Rs.1,800/employee
Pension Scheme (EPS)	8.33%	₹15,000	From Employer's share
EPF from Employer	3.67%	₹15,000	Remaining portion of employer's 12%

10) കെഎസ്ഡിഎഫ്യിലെ കരാർ ജീവനക്കാരുടെ വേതനം പരിഷ്കരിക്കുന്നതിനുള്ള പ്രൊപ്പോസൽ മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിച്ചപ്പോൾ 14/01/2026 ലെ മന്ത്രിസഭായോഗം "ഓരോ കാറ്റഗറിയും കേരള സംസ്ഥാന ദുരന്ത നിവാരണ അതോറിട്ടി ശിപാർശ ചെയ്തിരിക്കുന്ന വർദ്ധനവിന്റെ ശതമാനം, ഇവ നടപ്പിലാക്കിയാൽ

സംസ്ഥാനത്തിന് ഉണ്ടാകുന്ന അധിക സാമ്പത്തിക ബാധ്യത, 10% വർദ്ധനവ് നടപ്പിലാക്കിയാൽ വരുന്ന അധിക സാമ്പത്തിക ബാധ്യത എന്നിവ കണക്കാക്കി പ്രസ്തുത വിവരങ്ങൾ കൂടി ഉൾപ്പെടുത്തിയ വ്യക്തമായ കുറിപ്പുകൾ മന്ത്രിസഭായോഗം മുന്പാകെ കൊണ്ടുവരേണ്ടതാണ് എന്ന് ഉത്തരവായി. ആയത് പ്രകാരം ഓരോ കാറ്റഗറിയ്ക്കും കെഎസ്ഡിഎംഎ ശിപാർശ ചെയ്തിരിക്കുന്ന വർദ്ധനവിന്റെ ശതമാനവും സാമ്പത്തിക ബാധ്യതയും കണക്കാക്കി കേരള സംസ്ഥാന ദുരന്ത നിവാരണ അതോറിട്ടി(കെഎസ്ഡിഎംഎ) സമർപ്പിച്ച റിപ്പോർട്ട് **അനുബന്ധം -3** ആയി ചേർത്തിരിക്കുന്നു.

11) അധിക സാമ്പത്തിക ബാധ്യത സംബന്ധിച്ച വിവരങ്ങൾ ചുവടെ ചേർക്കും പ്രകാരമാണ്.

	വർദ്ധനവിന്റെ ശതമാനം	പ്രതിമാസ അധിക സാമ്പത്തിക ബാധ്യത	പ്രതിവർഷ അധിക സാമ്പത്തിക ബാധ്യത
കെഎസ്ഡിഎംഎ	ആവറേജ് 65%	13,49,620/-	1,61,95,440/- (ഒരു കോടി അറുപത്തി ഒന്നു ലക്ഷത്തി തൊണ്ണൂറ്റി അയ്യായിരത്തി നാനൂറ്റി നാൽപ്പത് രൂപ)
ധനവകുപ്പ്	10%	2,10,938/-	25,31,256/- (ഇരുപത്തി അഞ്ച് ലക്ഷത്തി മൂപ്പത്തി ഒന്നായിരത്തി ഇരുനൂറ്റി അൻപത്തി ആറ് രൂപ)
EPF		99,000	11,88,000 (പതിനൊന്ന് ലക്ഷത്തി എൺപത്തി എട്ടായിരം രൂപ)

12) മേൽ സാഹചര്യത്തിൽ കെഎസ്ഡിഎംഎയിലെ കരാർ ജീവനക്കാരുടെ വേതനം പരിഷ്കരിക്കുന്നതിനുള്ള പ്രൊപ്പോസൽ മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കാവുന്നതാണ്.

തീരുമാനമെടുക്കേണ്ട വിഷയം

എ) സംസ്ഥാന ദുരന്തനിവാരണ അതോറിറ്റിയിലെ കരാർ ജീവനക്കാർക്ക് എസ്ഡിആർഎഫ്/കേന്ദ്ര ആഭ്യന്തര മന്ത്രാലയത്തിന്റെ മാർഗ്ഗനിർദ്ദേശങ്ങളും ധനകാര്യ

വകുപ്പിന്റെ അഭിപ്രായങ്ങളും മറികടന്നുകൊണ്ട് കെഎസ്ഡിഎംഎ നിർദ്ദേശിച്ച ശമ്പള വർദ്ധനവ് (അനുബന്ധം-2 ആയി ചേർത്തിരിക്കുന്നു) അംഗീകരിക്കാമോ?

അല്ലെങ്കിൽ

ബി) ധനകാര്യ വകുപ്പ് നിർദ്ദേശിച്ച 10% വർദ്ധനവ് (അതായത് ഇതിനകം അനുവദിച്ച 5% വർദ്ധനവിന് പുറമേ) അനുവദിക്കാമോ?

സി) നിലവിലുള്ള നിയമങ്ങൾക്കനുസൃതമായി, ഈ കുറിപ്പിലെ 9ാം ഖണ്ഡികയിൽ പറഞ്ഞിരിക്കുന്ന പ്രകാരം കെഎസ്ഡിഎംഎ ജീവനക്കാർക്ക് ഇപിഎഫ് ആനുകൂല്യങ്ങൾ നൽകാമോ?

LBRD-E2/118/2025-LBRDLabour&Skills(E)Department

DMA1/138/2024-DMD Dated: 08-07-2025

The Revenue Disaster Management Department may be informed of the important provisions contained in the Employees Provident Fund & Miscellaneous Provisions Act, 1952 and the schemes framed thereunder regarding the coverage of employees under the said Act.

"Section 1 - 1) This Act may be called the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

(2) It extends to the whole of India.

"(3) Subject to the provisions contained in section 16, it applies—

(a) to every establishment which is a factory engaged in any industry specified in Schedule I and in which twenty or more persons are employed, and

(b) to any other establishment employing twenty or more persons or class of such establishments which the Central Government may, by notification in the Official Gazette, specify in this behalf:

Provided that the Central Government may, after giving not less than two months' notice of its intention so to do, by notification in the Official Gazette, apply the provisions of this Act to any establishment employing such number of persons less than twenty as may be specified in the notification.

Section 1(4) - Notwithstanding anything contained in sub-section (3) of this section or sub-section (1) of section 16, where it appears to the Central Provident Fund Commissioner, whether on an application made to him in this behalf or otherwise, that the employer and the majority of employees in relation to any establishment have agreed that the provisions of this Act should be made applicable to the establishment, he may, by notification in the Official Gazette, apply the provisions of this Act to that establishment on and from the date of such agreement or from any subsequent date specified in such agreement.

In this regard, it is clarified that the establishment classified u/s 1(3) (a) and 1(3) (b) relates to statutory coverage whereas the Section 1(4) relates to voluntary coverage.

Further, it is classified that the provisions of EPF & MP Act, 1952 and the schemes applies to an establishment which fulfill the requisite conditions stipulated u/s 1(3) (a) and 1(3)(b) on its own force, notwithstanding a notice issued by EPF department.

Thus, it becomes the primary duty of the principal employer/employer to comply with the statutory provisions of Act & Scheme and extend the benefits to all the employees who are eligible to member of provident fund.

Section 2(b) - *basic wages means all emoluments which are earned by an employee while on duty or on leave or on holidays with wages in either case in accordance with the terms of the contract of employment and which are paid or payable in cash to him, but does not include—*

(i) the cash value of any food concession;

(ii) any dearness allowance (that is to say, all cash payments by whatever name called paid to an employee on account of a rise in the cost of living), house-rent allowance, overtime allowance, bonus commission or any other similar allowance payable to the employee in respect of his employment or of work done in such employment,

(iii) any presents made by the employer

Section 2 (f) — *employee means any person who is employed for wages in any kind of work, manual or otherwise, in or in connection with the work of an establishment, and who gets his wages directly or indirectly from the employer, and includes any person—*

(i) employed by or through a contractor in or in connection with the work of the establishment;

(ii) engaged as an apprentice, not being an apprentice engaged under the Apprentices Act, 1961 (52 of 1961), or under the standing orders of the establishment.

Section 6 - Contributions and matters which may be provided for in Schemes.

The contribution which shall be paid by the employer to the Fund shall be ten per cent. of the basic wages, dearness allowance and retaining allowance (if any) for the time being payable to each of the employees (whether employed by him directly or by or through a contractor), and the employees' contribution shall be equal to the contribution payable by the employer in respect of him and may, if any employee so desires, be an amount exceeding ten per cent. of his basic wages, dearness allowance and retaining allowance (if any), subject to the condition that the employer shall not be under an obligation to pay any contribution over and above his contribution payable under this section:

Provided that in its application to any establishment or class of establishments which the Central Government, after making such inquiry as it deems fit, may, by notification in the Official Gazette specify, this section shall be subject to the modification that for the words ten per cent., at both the places where they occur, the words twelve per cent. shall be substituted:

Provided further that where the amount of any contribution payable under this Act involves a fraction of a rupee, the Scheme may provide for the rounding off of such fraction to the nearest rupee, half of a rupee or quarter of a rupee.

Para 26 of EPF Scheme, 1952- Classes of employees entitled and required to join the fund

(1) (a) Every employee employed in or in connection with the work of a factory or other establishment to which this scheme applies, other than an excluded employee, shall be entitled and required to become a member of the Fund from the day this paragraph comes into force in such factory or other establishment.

(b) Every employee employed in or in connection with the work of a factory or other establishment to which this Scheme applies, other than an excluded employee, shall also be entitled and required to become a member of the fund from the day this paragraph comes into force in such factory or other establishment if on the date of such coming into force, such employee is a subscriber to a provident fund

maintained in respect of the factory or other establishment or in respect of any other factory or establishment (to which the Act applies) under the same employer:

Provided that where the Scheme applies to a factory or other establishment on the expiry or cancellation of an order of exemption under section 17 of the Act, every employee who but for the exemption would have become and continued as a member of the Fund, shall become a member of the Fund forthwith.

(2) After this paragraph comes into force in a factory or other establishment, every employee employed in or in connection with the work of that factory or establishment, other than an excluded employee, who has not become a member already shall also be entitled and required to become a member of the Fund from the date of joining the factory or establishment

(3) An excluded employee employed in or in connection with the work of a factory or other establishment, to which this Scheme applies shall, on ceasing to be such an employee, be entitled and required to become a member of the Fund from the date he ceased to be such employee.

(4) On re-election of an employee or a class of employees exempted under paragraph 27 or paragraph 27-A to join the Fund or on the expiry or cancellation of an order under that paragraph, every employee shall forthwith become a member thereof.

(5) Every employee who is a member of a private provident fund maintained in respect of an exempted factory or other establishment and who but for exemption would have become and continued as a member of the fund shall, on joining a factory or other establishment to which this Scheme applies, become a member of the fund forthwith.

(6) Notwithstanding anything contained in this paragraph an officer not below the rank of an Assistant Provident Fund Commissioner may, on the joint request in writing, of any employee of a factory or other establishment to which this Scheme applies and his employer, enroll such employee as a member or allow him to contribute more than rupees fifteen thousand rupees of his pay per month if he is already a member of the Fund and thereupon such employee shall be entitled to the

benefits and shall be subject to the conditions of the Fund, provided that the employer gives an undertaking in writing that he shall pay the administrative charges payable and shall comply with all statutory provisions in respect of such employee.

The contributions should be paid in accordance with the provisions of Para 26 read with Section 2(b)

Section 16- Act not to apply to certain establishments.

(1) This Act shall not apply—

(a) to any establishment registered under the Co-operative Societies Act, 1912 (2 of 1912), or under any other law for the time being in force in any State relating to co-operative societies, employing less than fifty persons and working without the aid of power; Or

(b) to any other establishment belonging to or under the control of the Central Government or a State Government and whose employees are entitled to the benefit of contributory provident fund or old age pension in accordance with any scheme or rule framed by the Central Government or the State Government governing such benefits; or

(c) to any other establishment set up under any Central, Provincial or State Act and whose employees are entitled to the benefits of contributory provident fund or old age pension in accordance with any scheme or rule framed under that Act governing such benefits;"

Present rates of contribution may be seen as follows

BY	CONTRIBUTION ACCOUNTS			ADMINISTRATION ACCOUNTS	
	EPF	EPS	EDLI	EPF@@	EDLI @@
EMPLOYEE	12% /10% ##	0	0	0	0
EMPLOYER	Difference of EE share and	8.33% ##	0.5% ##	0.50% !!	0
	Pension			[w.e.f. 01-06-2018]	[w.e.f. 01-04-2017]
	Contribution				

**The contributions are payable on maximum wage ceiling of Rs. 15000/-*

**The employee can pay at a higher rate and in such case employer is not under any obligation to pay at such higher rate.*

**To pay contribution on higher wages, a joint request from Employee and employer is required [Para 26(6) of EPF Scheme]. In such case employer has to pay administrative charges on the higher wages (wages above 15000/-).*

**For an International Worker, wage ceiling of 15000/- is not applicable.*

It is further informed that the above information is only illustrative not exhaustive, hence Revenue Disaster Management Department may be requested to carefully go through the provisions of Act & Scheme framed there under which are already uploaded on EPFO website."

Technical Staff – Remuneration considering notified entry level category, notified qualification & experience + period of service in KSDMA

Sl. No	Current designation	Current remuneration	Period of service of incumbent	Rational for proposing notified entry level category, notified qualification & experience + period of service in KSDMA	Number of posts in KSDMA	Proposed Remuneration rounded/month	Employee Contribution per month	Employer Contribution/month
1	Hazard & Risk Analyst with >10 years'	XII 60410/-	>10 years	Post graduates in Disaster Management/Environmental Sciences/Ocean Sciences/Geology/Civil Engineering/Atmospheric sciences/Psychology/Public	1	1,08,000	1800	1800
2	Hazard Analysts with >10 years'	XIA 49150/-	>10 years	Health/IT/Forestry/Economics/Social Work/Geography/Geoinformatics/Climate Change with 1 year experience + >10 years' experience in KSDMA/DDMA	5	1,08,000	1800	1800
3	Hazard Analysts with 5-10 years'	XIA 49150/-	5-10 years	Post graduates in Disaster Management/Environmental Sciences/Ocean Sciences/Geology/Civil Engineering/Atmospheric sciences/Psychology/Public Health/IT/Forestry/Economics/Social Work/Geography/Geoinformatics/Climate Change with 1 year experience + 5-10 years' experience in KSDMA/DDMA	3	93,000	1800	1800
4	Hazard Analysts with 3-5 years'	XI 46,230/-	3-5 years	Post graduates in Disaster Management/Environmental Sciences/Ocean Sciences/Geology/Civil Engineering/Atmospheric sciences/Psychology/Publi	2	73,000	1800	1800

				c Health/IT/Forestry/Economics/Social Work/Geography/Geoinformatics/Climate Change with 1 year experience + 3-5 years' experience in KSDMA/DDMA				
5	Hazard Analysts <3 years	X 37,800/-	0-3 years	Post graduates in Disaster Management/Environmental Sciences/Ocean Sciences/Geology/Civil Engineering/Atmospheric sciences/Psychology/Public Health/IT/Forestry/Economics/Social Work/Geography/Geoinformatics/Climate Change with a minimum of 1 year experience	14	61,000	1800	1800
6	State Project Officer	XII 60410/-	0-3 years	Doctorate with minimum 2 years' experience or Post Graduate with 5 years' experience + <3 years' experience in KSDMA	1	73,000	1800	1800
7	Meteorologists	X 37800/-	3-5 years	Post graduates in Atmospheric Sciences/Meteorology with a minimum of 4 years' experience + >3 years in KSDMA	1	73,000	1800	1800
8	Meteorologists	X 37800/-	0-3 years	Post graduates in Atmospheric Sciences/Meteorology with a minimum of 4 years' experience	2	61,000	1800	1800
9	Communication Engineer	XI 46230/-	3-5 years	B.Tech Electronics and Communication with a minimum of 2 years' experience + >3 years in KSDMA	1	73,000	1800	1800
10	Architect	XI	0-3	Post graduate in	1	73,000	1800	1800

		46230/-	years	Architecture with minimum of 3 years' experience				
11	Social Capacity Building Specialist	IX 34,190/-	0-3 years	MSW with a minimum of 4 years' experience	1	61,000	1800	1800
12	Safety Engineer	XI 46,230/-	0-3 years	B.Tech Safety and Fire/Industrial/Chemical/Mechanical Engineering with a minimum of 2 years' experience	1	61,000	1800	1800
13	Urban Planner	IX 34,190/-	0-3 years	Post graduate in Urban Planning/Regional Planning with 2 years' experience	1	61,000	1800	1800
14	Rural Development Specialist	IX 34,190/-	0-3 years	Post graduate in Rural Development with a minimum of 2 years' experience	1	61,000	1800	1800
15	Agriculture Specialist	IX 34,190/-	3-5 years	Post graduate in Agriculture with 1 year experience + 4 years' experience in KSDMA	1	61,000	1800	1800
16	Local Self Government Disaster Management Plan Coordinators	VII 31,020/-	3-5 years	Post graduates in Disaster Management/MSW/Geography/Development Studies/Rural Development + >3 years' experience in the service of KSDMA/KILA	3	48,000	1800	1800
17	Local Self Government Disaster Management Plan Coordinators	VII 31,020/-	0-3 years	Post graduates in Disaster Management/MSW/Geography/Development Studies/Rural Development + <3 years' experience in the service of KSDMA/KILA	11	40,000	1800	1800
18	GIS Specialist	VII 31,020/-	3-5 years	Post graduate with 1 year experience + >3 years' experience in service of	1	61,000	1800	1800

				KSDMA				
19	GIS Specialist	VII 31,020/-	0-3 years	Post graduate with 1 year experience	1	48,000	1800	1800
20	GIS Technicians	VI 29,510/-	0-3 years	Post graduate (Freshers)	3	40,000	1800	1800
Total monthly remuneration 1 st year					55	34,59,000	99,000	99,000
Total monthly remuneration 5 th year						37,59,000	99,000	99,000
Total annual remuneration 1 st year						4,15,08,000	11,88,000	11,88,000
Total annual remuneration 5 th year						4,51,08,000	11,88,000	11,88,000

1. Tenure: 5 years continuous single contract with annually renewed agreement. Renewal of agreement annually, will be subject to performance based on Annual Assessment Report approved by KSDMA. The renewal of contract will be done at KSDMA.
2. Annual hike in remuneration: Based on performance upto a maximum of Rs. 3000/year as recommended through the Annual Assessment Report
3. Medical Insurance: The staff will be eligible for contributory medical insurance
4. Employees provident fund: The staff will be eligible for Employees Provident Fund

Annexure - 3
(Bramamwo - 3)

Report on Financial Implications of Proposed Revision of Consolidated Remuneration of Contractual Technical Staff under in KSDMA

Sl. No	Current designation	Current remuneration as per GO (P) No. 54/2025/Fin dated 19-4-2025	Period of service of incumbent	Current Consolidated Pay for the post	Number of posts in KSDMA	Consolidated pay for total posts	Proposed Remuneration rounded /month	Proposed Remuneration rounded/ month for total post	Hike % (rounded)	Remuneration after 10% hike	Remuneration after 10% hike for total posts
a	b	c	d	e	f	g (e x f)	h	i (h x f)	j	k	l (k x f)
1	Hazard & Risk Analyst with >10 years'	XII	>10 years	60410	1	60410	1,08,000	1,08,000	78.73%	66451	66451
2	Hazard Analysts with >10 years'	XIA	>10 years	49150	5	245750	1,08,000	5,40,000	119.73%	54065	270325
3	Hazard Analysts with 5-10 years'	XIA	5-10 years	49150	3	147450	93,000	2,79,000	89.22%	54065	162195
4	Hazard Analysts with 3-5 years'	XI	3-5 years	46230	2	92460	73,000	1,46,000	57.94%	50853	101706
5	Hazard Analysts <3 years	X	0-3 years	37800	14	529200	61,000	8,54,000	61.38%	41580	582120
6	State Project Officer	XII	0-3 years	60410	1	60410	73,000	73,000	20.85%	66451	66451
7	Meteorologists	X	3-5 years	37800	1	37800	73,000	73,000	93.12%	41580	41580
8	Meteorologists	X	0-3 years	37800	2	75600	61,000	1,22,000	61.38%	41580	83160
9	Communication Engineer	XI	3-5 years	46230	1	46230	73,000	73,000	57.94%	50853	50853
10	Architect	XI	0-3 years	46230	1	46230	73,000	73,000	57.94%	50853	50853
11	Social Capacity Building Specialist	IX	0-3 years	34190	1	34190	61,000	61,000	78.43%	37609	37609

12	Safety Engineer	XI	0-3 years	46230	1	46230	61,000	61,000	31.96%	50853	50853
13	Urban Planner	IX	0-3 years	34190	1	34190	61,000	61,000	78.43%	37609	37609
14	Rural Development Specialist	IX	0-3 years	34190	1	34190	61,000	61,000	78.43%	37609	37609
15	Agriculture Specialist	IX	3-5 years	34190	1	34190	61,000	61,000	78.43%	37609	37609
16	Local Self Government Disaster Management Plan Coordinators	VII	3-5 years	31020	3	93060	48,000	1,44,000	54.75%	34122	102366
17	Local Self Government Disaster Management Plan Coordinators	VII	0-3 years	31020	11	341220	40,000	4,40,000	28.93%	34122	375342
18	GIS Specialist	VII	3-5 years	31020	1	31020	61,000	61,000	96.65%	34122	34122
19	GIS Specialist	VII	0-3 years	31020	1	31020	48,000	48,000	54.75%	34122	34122
20	GIS Technicians	VI	0-3 years	29510	3	88530	40,000	1,20,000	35.56%	32461	97383
TOTAL				8,07,790	55	21,09,380	13,38,000	34,59,000	65.63%	8,88,569	23,20,318

Based on the above the existing consolidated remuneration as per G.O.(P) No. 54/2025/Fin dated 19.04.2025 and the proposed revision of remuneration for various categories of contractual staff under KSDMA (55 posts in total), the financial implications are summarised below:

1. Present Consolidated Pay

- Total consolidated pay (aggregate for 1 post across all categories) : ₹8,07,790 per month
- Total consolidated pay for all 55 posts : ₹21,09,380 per month

2. Proposed Consolidated Remuneration

- Total proposed remuneration (aggregate for 1 post across all categories) : ₹13,38,000 per month
- Total proposed remuneration for all 55 posts : ₹34,59,000 per month

3. Additional Financial Burden due to Proposed Revision

- Increase for 1 post (aggregate) - ₹13,38,000 - ₹8,07,790 : ₹5,30,210 per month
- Increase for all posts - ₹34,59,000 - ₹21,09,380 : ₹13,49,620 per month

4. Consolidated Pay after 10% Hike on Existing Rates

- Total consolidated pay for 1 post after 10% hike (aggregate) : ₹8,88,569 per month
- Total consolidated pay for all posts after 10% hike : ₹23,20,318 per month

5. Financial Burden due to 10% Hike

- Increase for 1 post (aggregate) - ₹8,88,569 - ₹8,07,790 : ₹80,779 per month
- Increase for all posts - ₹23,20,318 - ₹21,09,380 : ₹2,10,938 per month

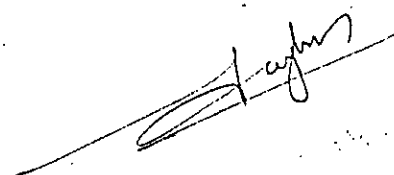
6. Employer's Provident Fund (PF) Contribution

- Employer's PF contribution proposed : ₹1,800 per post per month
- Total PF contribution for 55 posts - ₹1,800 × 55 : ₹99,000 per month

Total Additional Financial Commitment (Proposed Revision)

- Additional remuneration burden : ₹13,49,620 per month
- Employer's PF contribution : ₹99,000 per month
- Total additional financial burden per month : ₹14,48,620 per month**

Total additional financial commitment for the year : ₹ 1,73,83,440/-



ജനറൽ എ.എ.
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നവപുഴ സെക്രട്ടറി
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