



GOVERNMENT OF KERALA



Abstract

Industries Department - Kerala Khadi and village Industries Board- 11th Pay Revision of the employees of Kerala Khadi and Village Industries Board- Sanction accorded - Orders issued.

INDUSTRIES (K) DEPARTMENT

G.O.(Ms)No.115/2022/ID Dated,Thiruvananthapuram, 04-11-2022

Read: 1. G.O(P) No.27/2021/FIN, dated 10.02.2021.
2. Letter No.KB-894/2020/E2 dated 19.02.2021 from the Secretary, Kerala Khadi and Village Industries Board.

ORDER

The Secretary, Kerala Khadi and Village Industries Board as per the letter read as 2nd Paper above has requested Government to accord sanction to extend the benefits of General Pay Revision as provided in the Government Order read as 1st paper above, to the employees of Kerala Khadi and Village Industries Board with effect from 01.07.2019.

2) The Board of Directors of Kerala Khadi and Village Industries Board in its meeting held on 06.02.2021 resolved to grant revision of pay to the employees of Kerala Khadi and Village Industries Board after obtaining the approval of Government.

3) Government have examined the matter in detail and are pleased to revise the pay scales of the employees of Kerala Khadi and Village Industries Board with effect from 01.07.2019 and the categories of posts with existing and revised scale of pay and stage to stage fixation Table of the 11th pay revision for Kerala Khadi and Village Industries Board are appended as Annexure to this Government Order and as detailed below, subject to the conditions that, annual accounts of Kerala Khadi and Village Industries Board must be completed and submitted to Government immediately.

A) The conditions which were stipulated in G.O(P) No.27/2021/FIN dated 10/02/2021 must be implemented to the following matters while implementing the pay revision.

| | |
|--------------------------------|---------|
| Part time contingent employees | para 32 |
| Allowances | - |
| HRA | Para 12 |
| TA | Para 27 |

B) 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 rates of DA will be as announced by the State Government for the State Government employees on the revised scale of pay

w.e.f. 01.07.2019. 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 |

C) Rules for Fixation of Pay :

(1) The revised scales of pay will come into force with effect from 01.07.2019, but the arrears of pay revision up to the month of this order will be as per the conditions prescribed for Government employees. The date of effect of revised Time Bound Higher Grade scheme will be 01.04.2021 and Time Bound Higher Grade will be as per Annexure VI of G.O(P) No.27/2021/Fin dated 10/02/2021 except condition No.22.

(2) All employees who were in service as on 01.07.2019 shall come over to the revised scale of pay as per the stage to stage fixation table 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 stage to stage fixation table. 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 was 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 stage to stage fixation table.

(5) All appointments and promotions made on or after 01.07.2019 shall be deemed to have been made fixed in the revised scale of pay and pay will be fixed accordingly and the monetary benefit of the revision will be allowed as prescribed in the case of Government employees.

(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 1.38 and the result will be rounded off to the next multiple of Rs 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 **1.38** and the result will be rounded to the next multiple of Rs.10. The Residuary Pays 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 **1.38** and the result will be rounded to the next multiple of Rs.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 1.38 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 Rs 100 as the case may be, the amounts will not be rounded off to the next multiple.

(14) 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 stage to stage fixation table, the date of next increment will be on completion of one year of service from that date. The monetary benefits of the revised increment rate will be allowed as prescribed in the case of Government employees.

(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 fixation 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 on scales of pay through employment exchange or otherwise who were in service on 30.06.2019 and continued thereafter shall be eligible only for fixing 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 fixation on the basis of the pay actually drawn as on 01.07.2019. The pay so fixed will be revised to the corresponding stage in accordance with stage to stage fixation table on declaration of probation, notionally counting the increment accrued but

withheld. After that 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) 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 ie, Rs.140500.

(21) Also regards to Personal Pay, it will be given subject to the condition that maximum basic pay after adding Personal Pay shall not exceed maximum of the Master scale ie, Rs.140500.

(22) Newly recruited permanent employees on or after 30.06.2019 shall be eligible only for fixing the minimum of the revised scale of pay with effect from 01.07.2019. Stage to stage fixation table is not applicable to them. Stage to stage fixation table is only applicable to employees recruited before 01/07/2019.

D) General conditions.

1. Annual Accounts and AG's audits of the board should be updated scrupulously as per the directions contained in Circular No. 53/2022/Fin dated 07.07.2022 and Circular No.97/2021 dated 25.10.2021 respectively.

2. Government agrees to revise the pay revision and the revised scales of pay shall come into effect from 01.07.2019. The monetary benefits of the revision will be granted as is being done in the case of Government employees. *Also all allowances mentioned in this Pay Revision will have effect from the month in which the pay revision order is issued only.* The revised scheme of Time Bound Higher Grade will be given effect from 01.04.2022. The arrears of DA before 01/04/2021 will be granted as prescribed in the case of Government employees.

3. Kerala Khadi and Village Industries Board sell their khadi products in the market with a profit margin. If there is any subsidy given by the board for selling their products, this subsidy amount has been granted to the board by the Government. So there is no case of loss while selling their products. So the expenditure on account of the revision will be met from the internal resources of the Board and Government will not bear any cost in this regard under any circumstances.

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

5. The Board shall not change the terms and conditions of service of its employees (including leave rules) without prior approval of the Government.

6. No new posts will be created, upgraded or re-designated without the prior approval of the Government.

7. All allowances, benefits and perks, if any, which are not specified in this revision shall be discontinued forthwith. Allowances which are not specifically mentioned will be treated as withdrawn.

8. The Administrative Officers concerned 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, he shall give instructions to officers to

rectify the defects.

9. Recoveries will be insisted upon where over payments are made. 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 before approving the pay fixation and disbursing the pay. All employees shall furnish an undertaking in the prescribed form to their DDO in order to get their pay fixed in the revised scale. The undertaking shall be countersigned by the DDO and pasted in the Service Book of the incumbent.

10. Attendance Management System must be introduced at all offices and units (Punching system) and it must be connected with the salary.

11. Appointments (permanent / deputation / temporary / daily waged / provisional) shall be made only in the posts that are validly created by way of Government Order.

12. In case of any doubt regarding pay scales, fixation etc. prior concurrence of Government should be obtained before arriving at a decision. No stepping up of pay will be allowed under any circumstances. Anomaly, if any, shall be brought to the notice of Government. The Board shall not attempt to rectify the anomaly.

13. Any modification to the Rules of Fixation of Scale of Pay / Promotional Avenues etc. shall not be allowed without prior approval of Government.

14. All staff in the Board must be selected through PSC only. Contract/Daily wage employees must be selected only for a contract period of 179 days only. Contract/Daily wage employees in the Board cannot be posted permanently. Circular No.55/2022/FIN, dated 08/07/2022 must be strictly followed. If any violation in this regards occur, Secretary, Kerala Khadi and Village Industries Board will be personally responsible for that and strict actions will be taken against them.

15. Interim Relief, if any received will be recovered in installments from the month in which the pay revision order is issued.

16. Board must do sustainable utilization of the allotted resources by applying effective/efficient economic measures (effective / efficient utilization of the allotted funds for various projects without any drain of public funds and also make maximum profit with maximum customer satisfaction).

17. In this pay revision, the Stage to Stage fixation table is only applicable to the permanent employees of Kerala Khadi and Village Industries Board who has been appointed before 01.07.2019. The pay of new appointments will be started from the beginning of the concerned scales. Newly recruited permanent employees on or after 01.07.2019 shall be eligible only for fixing the minimum of the revised scale of pay with effect from 01.07.2019. Stage to stage fixation table is not applicable to them.

18. Ratio based promotions, up gradation or re-designation shall be granted only with the approval of Government .

19. Recovery of Excess Payment: Chances for erroneous revision of pay cannot be ruled out in spite specific table for stage to stage revision, and in such cases recovery will have to be effected from those who received pay in excess. In order to facilitate recovery, Government may direct to obtain an undertaking from all employees as has been prescribed in G.O.(P) No.169/2019/Fin dated 13.12.2019.

20. Posts lying vacant for a period of more than one year should be abolished as per G.O(P)No.1208/2001/Fin dated 22/10/2001.

21. While applying this pay revision, if any deviation in any point of this occurred from the side of Khadi Board, Government will take strict action against

the concerned parties and also the Secretary, Kerala Khadi and Village Industries Board will be held personally liable for any kind of discrepancies while implementing this order.

4. The Secretary, Kerala Khadi and Village Industries Board will forward proposal for the revision of pension based on the pay revision separately.

(By order of the Governor)
A P M MOHAMMED HANISH
PRINCIPAL SECRETARY

The Secretary, Kerala Khadi and Village Industries Board, Thiruvananthapuram
The Director/Additional Director, Industries & Commerce, Thiruvananthapuram
The Principal Accountant General (Audit/A&E), Kerala, Thiruvananthapuram
General Administration (SC) Department,
Finance Department (Vide UO.No.PU-D1/28/2021/FIN, dated, 15.09.2022)
The Planning & Economic Affairs(BPE) Department(Vide.Note.No.PLGEA-
BPE1/34/2022-PLEGA, dated, 04.03.2022)
I&PR Department (For publishing the GO in Govt.website)
Stock File

Forwarded /By order
Signed by S Padmaja
Date: 05-11-2022 11:49:35

Section Officer

Copy to:- PS to Chief Minister
PS to Minister (Industries)
PA to Principal Secretary (Industries)
CA to Joint Secretary (Industries)

ANNEXURE

11th Pay Revision for KK&VI Board

A). The categories of posts with the existing and revised scales of pay are given below :

| Sl.No | Name of Post | Number of Sanctioned Post | Existing Scale of Pay | Proposed Scale of Pay as per 11th Pay Revision Order |
|--------------|------------------------------|----------------------------------|------------------------------|--|
| 1 | Director | 5 | 55350-101400 | 77200-140500 |
| 2 | Deputy Director | 3 | 45800-89000 | 63700-123700 |
| 3 | Project Officer | 14 | 40500-85000 | 56500-118100 |
| 4 | Accounts Officer | 2 | 40500-85000 | 56500-118100 |
| 5 | Village Industries Organiser | 1 | 40500-85000 | 56500-118100 |
| 6 | State Khadi Organiser | 1 | 40500-85000 | 56500-118100 |
| 7 | Deputy Registrar | 1 | 40500-85000 | 56500-118100 |
| 8 | Marketing Officer | 1 | 40500-85000 | 56500-118100 |
| 9 | Laison Officer | 1 | 40500-85000 | 56500-118100 |
| 10 | Law Officer | 1 | 40500-85000 | 56500-118100 |
| 11 | Assistant Registrar | 10 | 35700-75600 | 50200-105300 |
| 12 | Village Industries Officer | 12 | 35700-75600 | 50200-105300 |
| 13 | Information Officer | 1 | 35700-75600 | 50200-105300 |
| 14 | Statstician | 1 | 35700-75600 | 50200-105300 |

| | | | | |
|----|---|----|-------------|--------------|
| 15 | Senior Superintendent | 2 | 35700-75600 | 50200-105300 |
| 16 | Junior Accounts Officer | 2 | 35700-75600 | 50200-105300 |
| 17 | Palmgur Organiser | 1 | 35700-75600 | 50200-105300 |
| 18 | Development Officer (Oil) | 1 | 35700-75600 | 50200-105300 |
| 19 | Development Officer (HMP) | 1 | 35700-75600 | 50200-105300 |
| 20 | Organiser (NEOS) | 1 | 35700-75600 | 50200-105300 |
| 21 | Pottery Expert | 1 | 35700-75600 | 50200-105300 |
| 22 | Organiser (HPPI) | 1 | 35700-75600 | 50200-105300 |
| 23 | Bee-Expert | 1 | 35700-75600 | 50200-105300 |
| 24 | Junior Superintendent | 19 | 30700-65400 | 43400-91200 |
| 25 | Senior Co-operative Inspector (Special Grade) | 8 | 32300-68700 | 45600-95600 |
| 26 | Senior Co-operative Inspector | 36 | 30700-65400 | 43400-91200 |
| 27 | Office Manager | 1 | 30700-65400 | 43400-91200 |
| 28 | Manager (Dye House) | 1 | 29200-62400 | 41300-87000 |
| 29 | Instructor Spinning (Training Centre) | 1 | 29200-62400 | 41300-87000 |
| 30 | Instructor Weaving (Training Centre) | 1 | 29200-62400 | 41300-87000 |

| | | | | |
|----|--|----|-------------|-------------|
| 31 | <i>Store Superintendent</i> | 1 | 27800-59400 | 39300-83000 |
| 32 | <i>Manager Godown</i> | 2 | 27800-59400 | 39300-83000 |
| 33 | <i>Senior Accountant</i> | 1 | 27800-59400 | 39300-83000 |
| 34 | <i>Fair Copy Superintendent</i> | 2 | 30700-65400 | 43400-91200 |
| 35 | <i>Khadi Development Officer</i> | 3 | 27800-59400 | 39300-83000 |
| 36 | <i>Technical Assistant (Khadi)</i> | 7 | 27800-59400 | 39300-83000 |
| 37 | <i>Technical Assistant (Bio-Gas)</i> | 1 | 27800-59400 | 39300-83000 |
| 38 | <i>Technical Assistant (Lime)</i> | 1 | 27800-59400 | 39300-83000 |
| 39 | <i>Technical Assistant (Fibre)</i> | 1 | 27800-59400 | 39300-83000 |
| 40 | <i>Organiser (Leather)</i> | 1 | 27800-59400 | 39300-83000 |
| 41 | <i>Warden</i> | 1 | 27800-59400 | 39300-83000 |
| 42 | <i>Selection Grade Typist</i> | 7 | 27800-59400 | 39300-83000 |
| 43 | <i>Senior Grade Typist</i> | 7 | 26500-56700 | 37400-79000 |
| 44 | <i>Upper Division Typist</i> | 8 | 25200-54000 | 35600-75400 |
| 45 | <i>Lower Division Typist</i> | 8 | 19000-43600 | 26500-60700 |
| 46 | <i>Juionr Co-operative Inspector</i> | 36 | 27800-59400 | 39300-83000 |

| | | | | |
|----|---|----|-------------|--------------|
| 47 | <i>Palmgur Instructor</i> | 3 | 26500-56700 | 37400-79000 |
| 48 | <i>Gurkhandasari Demonstrator</i> | 4 | 26500-56700 | 37400-79000 |
| 49 | <i>Village Oil Inspector</i> | 2 | 26500-56700 | 37400-79000 |
| 50 | <i>Store Assistant</i> | 4 | 26500-56700 | 37400-79000 |
| 51 | <i>Khadi Extension Officer</i> | 6 | 25200-54000 | 35600-75400 |
| 52 | <i>Amber Manager</i> | 1 | 25200-54000 | 35600-75400 |
| 53 | <i>Store Keeper</i> | 11 | 25200-54000 | 35600-75400 |
| 54 | <i>Confidential Assistant Gr.II</i> | 2 | 20000-45800 | 27900-63700 |
| 55 | <i>Confidential Assistant Gr.I</i> | 1 | 26500-56700 | 37400-79000 |
| 56 | <i>Confidential Assistant (Senior Grade)</i> | 1 | 30700-65400 | 43400-91200 |
| 57 | <i>Confidential Assistant (Selection Grade)</i> | 1 | 36600-79200 | 51400-110300 |
| 58 | <i>Upper Division Clerk/Upper Division Accountant</i> | 59 | 25200-54000 | 35600-75400 |
| 59 | <i>Ist Grade Assistant</i> | 11 | 25200-54000 | 35600-75400 |
| 60 | <i>Manager Khadi Grama Soubhagya/Cotton Godown</i> | 11 | 25200-54000 | 35600-75400 |

| | | | | |
|----|---|----|-------------|-------------|
| 61 | <i>Mechanic Village Oil</i> | 3 | 22200-48000 | 31100-66800 |
| 62 | <i>Supervisor HMP</i> | 4 | 22200-48000 | 31100-66800 |
| 63 | <i>Village Pottery Inspector</i> | 3 | 26500-56700 | 37400-79000 |
| 64 | <i>Mechanic Dye House</i> | 1 | 22200-48000 | 31100-66800 |
| 65 | <i>Loom Inspector</i> | 1 | 22200-48000 | 31100-66800 |
| 66 | <i>Curator (Museum)</i> | 1 | 22200-48000 | 31100-66800 |
| 67 | <i>Amber Instructor</i> | 3 | 20000-45800 | 27900-63700 |
| 68 | <i>Bee Keeping Filed Man</i> | 30 | 19000-43600 | 26500-60700 |
| 69 | <i>Clerk cum Typist</i> | 3 | 19000-43600 | 26500-60700 |
| 70 | <i>Clerk Cum Accountant</i> | 1 | 18000-41500 | 25100-57900 |
| 71 | <i>Lower Division Clerk/Lower Division Accountant/Cashier</i> | 57 | 19000-43600 | 26500-60700 |
| 72 | <i>Second Grade Assistant</i> | 19 | 19000-43600 | 26500-60700 |
| 73 | <i>Asssistant Manager , Khadi Grama Soubhagya</i> | 12 | 19000-43600 | 26500-60700 |
| 74 | <i>Technical Supervisor (Match)</i> | 5 | 18000-41500 | 25100-57900 |
| 75 | <i>Technical Supervisor (Blacksmithy</i> | 1 | 18000-41500 | 25100-57900 |

| | | | | |
|----|---|-----|-------------|--------------------|
| | &Carpentry) | | | |
| 76 | Technical Supervisor (Leather) | 1 | 18000-41500 | 25100-57900 |
| 77 | Village Pottery Instructor | 1 | 18000-41500 | 25100-57900 |
| 78 | Carpenter | 1 | 18000-41500 | 25100-57900 |
| 79 | Sergent | 1 | 18000-41500 | 25100-57900 |
| 80 | Driver Gr-II | 20 | 18000-41500 | 25100-57900 |
| 81 | Cook | 1 | 17000-37500 | 23700-52600 |
| 82 | Boy Attender | 11 | 17000-37500 | 23700-52600 |
| 83 | Boy Assistant | 8 | 17000-37500 | 23700-52600 |
| 84 | Potter | 2 | 16500-35700 | 23000-50200 |
| 85 | peon/watchman | 68 | 16500-35700 | 23000-50200 |
| 86 | Spinning Instructor | 221 | 16500-35700 | 23000-50200 |
| 87 | Weaving Instructor | 125 | 16500-35700 | 23000-50200 |
| 88 | Part Time Sweepers/ Cleaners whose area of Work is 400 Sq.M and above but belw 800 Sq.M | 12 | 9340-14800 | 13000-20670 |
| 89 | Part Time Sweepers/ Cleaners whose area of Work is 100 Sq.M and above but belw 400 | 8 | 8200-13340 | 11500-18660 |

| | | | | |
|--|-------------|--|--|--|
| | <i>Sq.M</i> | | | |
|--|-------------|--|--|--|

B).Stage to Stage Fixation Table

| | | | | | |
|-----------|--------------|--------------|-----------|--------------|--------------|
| <i>1</i> | <i>16500</i> | <i>23000</i> | <i>39</i> | <i>43600</i> | <i>60700</i> |
| <i>2</i> | <i>17000</i> | <i>23700</i> | <i>40</i> | <i>44700</i> | <i>62200</i> |
| <i>3</i> | <i>17500</i> | <i>24400</i> | <i>41</i> | <i>45800</i> | <i>63700</i> |
| <i>4</i> | <i>18000</i> | <i>25100</i> | <i>42</i> | <i>46900</i> | <i>65200</i> |
| <i>5</i> | <i>18500</i> | <i>25800</i> | <i>43</i> | <i>48000</i> | <i>66800</i> |
| <i>6</i> | <i>19000</i> | <i>26500</i> | <i>44</i> | <i>49200</i> | <i>68400</i> |
| <i>7</i> | <i>19500</i> | <i>27200</i> | <i>45</i> | <i>50400</i> | <i>70000</i> |
| <i>8</i> | <i>20000</i> | <i>27900</i> | <i>46</i> | <i>51600</i> | <i>71800</i> |
| <i>9</i> | <i>20550</i> | <i>28700</i> | <i>47</i> | <i>52800</i> | <i>73600</i> |
| <i>10</i> | <i>21100</i> | <i>29500</i> | <i>48</i> | <i>54000</i> | <i>75400</i> |
| <i>11</i> | <i>21650</i> | <i>30300</i> | <i>49</i> | <i>55350</i> | <i>77200</i> |
| <i>12</i> | <i>22200</i> | <i>31100</i> | <i>50</i> | <i>56700</i> | <i>79000</i> |
| <i>13</i> | <i>22800</i> | <i>32000</i> | <i>51</i> | <i>58050</i> | <i>81000</i> |
| <i>14</i> | <i>23400</i> | <i>32900</i> | <i>52</i> | <i>59400</i> | <i>83000</i> |
| <i>15</i> | <i>24000</i> | <i>33800</i> | <i>53</i> | <i>60900</i> | <i>85000</i> |
| <i>16</i> | <i>24600</i> | <i>34700</i> | <i>54</i> | <i>62400</i> | <i>87000</i> |
| <i>17</i> | <i>25200</i> | <i>35600</i> | <i>55</i> | <i>63900</i> | <i>89000</i> |
| <i>18</i> | <i>25850</i> | <i>36500</i> | <i>56</i> | <i>65400</i> | <i>91200</i> |
| <i>19</i> | <i>26500</i> | <i>37400</i> | <i>57</i> | <i>67050</i> | <i>93400</i> |

| | | | | | |
|----|-------|-------|----|--------|--------|
| 20 | 27150 | 38300 | 58 | 68700 | 95600 |
| 21 | 27800 | 39300 | 59 | 70350 | 97800 |
| 22 | 28500 | 40300 | 60 | 72000 | 100300 |
| 23 | 29200 | 41300 | 61 | 73800 | 102800 |
| 24 | 29900 | 42300 | 62 | 75600 | 105300 |
| 25 | 30700 | 43400 | 63 | 77400 | 107800 |
| 26 | 31500 | 44500 | 64 | 79200 | 110300 |
| 27 | 32300 | 45600 | 65 | 81000 | 112800 |
| 28 | 33100 | 46700 | 66 | 83000 | 115300 |
| 29 | 33900 | 47800 | 67 | 85000 | 118100 |
| 30 | 34800 | 49000 | 68 | 87000 | 120900 |
| 31 | 35700 | 50200 | 69 | 89000 | 123700 |
| 32 | 36600 | 51400 | 70 | 91000 | 126500 |
| 33 | 37500 | 52600 | 71 | 93000 | 129300 |
| 34 | 38500 | 53900 | 72 | 95000 | 132100 |
| 35 | 39500 | 55200 | 73 | 97000 | 134900 |
| 36 | 40500 | 56500 | 74 | 99200 | 137700 |
| 37 | 41500 | 57900 | 75 | 101400 | 140500 |
| 38 | 42500 | 59300 | | | |



രഹസ്യം

കേരള സർക്കാർ

മന്ത്രിസഭായോഗത്തിന്റെ നടപടിക്കുറിപ്പുകൾ

തീയതി : 02-11-2022

ഫയൽ നം. വ്യവ-കെ1/63/2021/വ്യവ.

ഇനം നം: 1135

വിഷയം : വ്യവസായ വകുപ്പ് - ഖാദി ബോർഡിൽ 01.07.2019 മുതൽ പ്രാബല്യത്തോടെ 11-ാം ശമ്പളപരിഷ്കരണം നടപ്പിലാക്കുന്നത്.

തീരുമാനം : കുറിപ്പിലെ നിർദ്ദേശങ്ങൾ പരിഗണിച്ചു.

1. അംഗീകരിച്ചു.
2. 01.07.2019 മുതൽ ഉത്തരവ് പുറപ്പെടുവിക്കുന്ന കാലയളവ് വരെയുള്ള കുടിശ്ശിക വിതരണം സംസ്ഥാന സർക്കാർ ജീവനക്കാർക്കുള്ള കുടിശ്ശിക വിതരണം സംബന്ധിച്ച നിബന്ധനകൾ അനുസരിച്ചായിരിക്കും.

(ഒപ്പ്)

പിണറായി വിജയൻ
മുഖ്യമന്ത്രി

(ശരിപ്പകർപ്പ്)

ഡോ. വി പി ജോയ്
ചീഫ് സെക്രട്ടറി

പ്രിൻസിപ്പൽ സെക്രട്ടറി, വ്യവസായ വകുപ്പ്.

GOVERNMENT OF KERALA
SHRI.PINARAYI VIJAYAN MINISTRY
NOTE FOR THE COUNCIL OF MINISTERS

- 1 File No. : IND-K1/63/2021-IND
- 2 Department. : INDUSTRIES (K) DEPARTMENT
- 3 Subject : Proposal for implementation of 11th pay revision of employees of Kerala Khadi and Village Industries Board. w.e.f 01.07.2019 -Reg
- 4 Date of Chief Ministers' order for placing before the Council : 19.10.2022
- 5 (i) Does the case involve financial commitments/ implications. : Yes
- (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
- 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 & Economic Affairs Dept.
- 7 Name of Joint Secretary who submitted the Draft Note : Siju Jacob
- 8 Name of Principal Secretary who approved the Draft Note : Shri.A.P.M Mohammed Hanish
- 9 Date of approval of the Draft Note for the Council by the Principal Secretary : 25.10.2022
- 10 Name of Chief Secretary who approved the Draft Note : Dr.V.P.Joy
- 11 Date of approval of the Draft Note for the Council by the Chief Secretary : 28.10.2022
- 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 : 31.10.2022
- 14 Date of Submission of Fair Copies : 01.11.2022
- 15 Date of decision by the Council of Ministers :
- 16 Number and date of the G.O / Letter communicating the decision :

Note for the approval of Council of Ministers

This Note deals with the proposal for the implementation of 11th pay revision of employees of Kerala Khadi and Village Industries Board.

2. The Secretary, Khadi and Village Industries Board has submitted a proposal to grant the pay revision benefits as sanctioned to the Government employees as per 11th Pay Revision issued under GO(P) 27/2021/Fin, dated 10.02.2021 .

3. The pay scales of employees of Kerala Khadi Village Industries Board which is functioning under the guidelines of Kerala Service Rules, are similar to Government employees and appointment of employees is made through Public Service Commission. The previous salary revision benefits granted to Government employees vide order GO(P)09/2016/FIN dated 20.01.2016 have been extended to the employees of Khadi Board as per order GO(Ms) No.121/2016/Ind dated 01.11.2016.

4. Regarding the implementation of 11th Pay Revision in Kerala Khadi Village Industries Board, the opinion of the Planning (BPE) has been sought and that Department has offered the following remarks:-

"21.07.2016 ൽ കൂടിയ പബ്ലിക് എന്റർപ്രൈസസ് ബോർഡിന്റെ മിനിട്ട്സിന്റെ പകർപ്പ് റഫറൻസിൽ ഉള്ളടക്കം ചെയ്യുന്നു. കേരള ഖാദി ഗ്രാമ വ്യവസായ ബോർഡ് ഒരു സ്റ്റാറ്റൂട്ടറി സ്ഥാപനമായതിനാലും, പ്രസ്തുത സ്ഥാപനത്തെ കമ്പനീസ് ആക്റ്റിനു കീഴിൽ വരുന്ന ഒരു പൊതുമേഖലാ സ്ഥാപനമായി കണക്കാക്കാൻ കഴിയാത്തതിനാലും ബോർഡിന്റെ ശമ്പള പരിഷ്കരണം പബ്ലിക് എന്റർപ്രൈസസ് ബോർഡിന്റെ പരിഗണനയ്ക്കു സമർപ്പിക്കേണ്ടതില്ല എന്ന് പ്രസ്തുത പി.ഇ.ബി. മീറ്റിംഗിൽ തീരുമാനിച്ചിട്ടുണ്ട്. അതിനാൽ കേരള ഖാദി ഗ്രാമ വ്യവസായ ബോർഡിന്റെ ശമ്പള പരിഷ്കരണം ഭരണ വകുപ്പിന് ധനകാര്യ വകുപ്പിന്റെ സമ്മതത്തോടെയും മന്ത്രിസഭാ യോഗത്തിന്റെ അംഗീകാരത്തോടെയും നൽകാവുന്നതാണ് എന്ന വിവരം അറിയിക്കുന്നു."

5. The file was then sent for the opinion of the Finance Department in this regard and the said Department returned the file with the following remarks:-

" 11-ാം ശമ്പള പരിഷ്കരണം സംബന്ധിച്ച 10.02.2021 തീയതിയിലെ GO(P)No.27/2021/Fin നമ്പർ സർക്കാർ ഉത്തരവ് പ്രകാരമുള്ള ശമ്പളവും മറ്റ് ആനുകൂല്യങ്ങളും കേരള ഖാദി ഗ്രാമ വ്യവസായ ബോർഡിലെ ജീവനക്കാർക്കും അനുവദിക്കുന്നത് സംബന്ധിച്ച പ്രൊപ്പോസൽ, **"Updated Annual Accounts അടിയന്തിരമായി പൂർത്തിയാക്കി സമർപ്പിക്കണം"** എന്ന വ്യവസ്ഥയോടെ താഴെ പറയുന്ന രീതിയിൽ നടപ്പിലാക്കുന്നതിന് ധനകാര്യ വകുപ്പ് അംഗീകാരം നൽകുന്നു.

11th Pay Revision for KK&VI Board

A). *The categories of posts with the existing and revised scales of pay are given below :*

| Sl.No | Name of Post | Number of Sanctioned Post | Existing Scale of Pay | Proposed Scale of Pay as per 11 th Pay Revision Order |
|-------|--------------|---------------------------|-----------------------|--|
| 1 | Director | 5 | 55350-101400 | 77200-140500 |

| | | | | |
|----|---|----|-------------|--------------|
| 2 | <i>Deputy Director</i> | 3 | 45800-89000 | 63700-123700 |
| 3 | <i>Project Officer</i> | 14 | 40500-85000 | 56500-118100 |
| 4 | <i>Accounts Officer</i> | 2 | 40500-85000 | 56500-118100 |
| 5 | <i>Village Industries Organiser</i> | 1 | 40500-85000 | 56500-118100 |
| 6 | <i>State Khadi Organiser</i> | 1 | 40500-85000 | 56500-118100 |
| 7 | <i>Deputy Registrar</i> | 1 | 40500-85000 | 56500-118100 |
| 8 | <i>Marketing Officer</i> | 1 | 40500-85000 | 56500-118100 |
| 9 | <i>Laison Officer</i> | 1 | 40500-85000 | 56500-118100 |
| 10 | <i>Law Officer</i> | 1 | 40500-85000 | 56500-118100 |
| 11 | <i>Assistant Registrar</i> | 10 | 35700-75600 | 50200-105300 |
| 12 | <i>Village Industries Officer</i> | 12 | 35700-75600 | 50200-105300 |
| 13 | <i>Information Officer</i> | 1 | 35700-75600 | 50200-105300 |
| 14 | <i>Statstician</i> | 1 | 35700-75600 | 50200-105300 |
| 15 | <i>Senior Superintendent</i> | 2 | 35700-75600 | 50200-105300 |
| 16 | <i>Junior Accounts Officer</i> | 2 | 35700-75600 | 50200-105300 |
| 17 | <i>Palmgur Organiser</i> | 1 | 35700-75600 | 50200-105300 |
| 18 | <i>Development Officer (Oil)</i> | 1 | 35700-75600 | 50200-105300 |
| 19 | <i>Development Officer (HMP)</i> | 1 | 35700-75600 | 50200-105300 |
| 20 | <i>Organiser (NEOS)</i> | 1 | 35700-75600 | 50200-105300 |
| 21 | <i>PotteryExpert</i> | 1 | 35700-75600 | 50200-105300 |
| 22 | <i>Organiser (HPPI)</i> | 1 | 35700-75600 | 50200-105300 |

| | | | | |
|----|--|-----------|--------------------|---------------------|
| | | | | |
| 23 | <i>Bee-Expert</i> | <i>1</i> | <i>35700-75600</i> | <i>50200-105300</i> |
| 24 | <i>Junior Superintendent</i> | <i>19</i> | <i>30700-65400</i> | <i>43400-91200</i> |
| 25 | <i>Senior Co-operative Inspector (Special Grade)</i> | <i>8</i> | <i>32300-68700</i> | <i>45600-95600</i> |
| 26 | <i>Senior Co-operative Inspector</i> | <i>36</i> | <i>30700-65400</i> | <i>43400-91200</i> |
| 27 | <i>Office Manager</i> | <i>1</i> | <i>30700-65400</i> | <i>43400-91200</i> |
| 28 | <i>Manager (Dye House)</i> | <i>1</i> | <i>29200-62400</i> | <i>41300-87000</i> |
| 29 | <i>Instructor Spinning (Training Centre)</i> | <i>1</i> | <i>29200-62400</i> | <i>41300-87000</i> |
| 30 | <i>Instructor Weaving (Training Centre)</i> | <i>1</i> | <i>29200-62400</i> | <i>41300-87000</i> |
| 31 | <i>Store Superintendent</i> | <i>1</i> | <i>27800-59400</i> | <i>39300-83000</i> |
| 32 | <i>Manager Godown</i> | <i>2</i> | <i>27800-59400</i> | <i>39300-83000</i> |
| 33 | <i>Senior Accountant</i> | <i>1</i> | <i>27800-59400</i> | <i>39300-83000</i> |
| 34 | <i>Fair Copy Superintendent</i> | <i>2</i> | <i>30700-65400</i> | <i>43400-91200</i> |
| 35 | <i>Khadi Development Officer</i> | <i>3</i> | <i>27800-59400</i> | <i>39300-83000</i> |
| 36 | <i>Technical Assistant (Khadi)</i> | <i>7</i> | <i>27800-59400</i> | <i>39300-83000</i> |
| 37 | <i>Technical Assistant (Bio-Gas)</i> | <i>1</i> | <i>27800-59400</i> | <i>39300-83000</i> |
| 38 | <i>Technical Assistant (Lime)</i> | <i>1</i> | <i>27800-59400</i> | <i>39300-83000</i> |
| 39 | <i>Technical Assistant (Fibre)</i> | <i>1</i> | <i>27800-59400</i> | <i>39300-83000</i> |

| | | | | |
|----|---|----|-------------|--------------|
| 40 | <i>Organiser (Leather)</i> | 1 | 27800-59400 | 39300-83000 |
| 41 | <i>Warden</i> | 1 | 27800-59400 | 39300-83000 |
| 42 | <i>Selection Grade Typist</i> | 7 | 27800-59400 | 39300-83000 |
| 43 | <i>Senior Grade Typist</i> | 7 | 26500-56700 | 37400-79000 |
| 44 | <i>Upper Division Typist</i> | 8 | 25200-54000 | 35600-75400 |
| 45 | <i>Lower Division Typist</i> | 8 | 19000-43600 | 26500-60700 |
| 46 | <i>Juionr Co-operative Inspector</i> | 36 | 27800-59400 | 39300-83000 |
| 47 | <i>Palmgur Instructor</i> | 3 | 26500-56700 | 37400-79000 |
| 48 | <i>Gurkhandasari Demonstrator</i> | 4 | 26500-56700 | 37400-79000 |
| 49 | <i>Village Oil Inspector</i> | 2 | 26500-56700 | 37400-79000 |
| 50 | <i>Store Assistant</i> | 4 | 26500-56700 | 37400-79000 |
| 51 | <i>Khadi Extension Officer</i> | 6 | 25200-54000 | 35600-75400 |
| 52 | <i>Amber Manager</i> | 1 | 25200-54000 | 35600-75400 |
| 53 | <i>Store Keeper</i> | 11 | 25200-54000 | 35600-75400 |
| 54 | <i>Confidential Assistant Gr.II</i> | 2 | 20000-45800 | 27900-63700 |
| 55 | <i>Confidential Assistant Gr.I</i> | 1 | 26500-56700 | 37400-79000 |
| 56 | <i>Confidential Assistant (Senior Grade)</i> | 1 | 30700-65400 | 43400-91200 |
| 57 | <i>Confidential Assistant (Selection Grade)</i> | 1 | 36600-79200 | 51400-110300 |
| 58 | <i>Upper Division Clerk/Upper Division</i> | 59 | 25200-54000 | 35600-75400 |

| | | | | |
|----|---|----|-------------|-------------|
| | <i>Accountant</i> | | | |
| 59 | <i>Ist Grade Assistant</i> | 11 | 25200-54000 | 35600-75400 |
| 60 | <i>Manager Khadi Grama Soubhagya/Cotton Godown</i> | 11 | 25200-54000 | 35600-75400 |
| 61 | <i>Mechanic Village Oil</i> | 3 | 22200-48000 | 31100-66800 |
| 62 | <i>Supervisor HMP</i> | 4 | 22200-48000 | 31100-66800 |
| 63 | <i>Village Pottery Inspector</i> | 3 | 26500-56700 | 37400-79000 |
| 64 | <i>Mechanic Dye House</i> | 1 | 22200-48000 | 31100-66800 |
| 65 | <i>Loom Inspector</i> | 1 | 22200-48000 | 31100-66800 |
| 66 | <i>Curator (Museum)</i> | 1 | 22200-48000 | 31100-66800 |
| 67 | <i>Amber Instructor</i> | 3 | 20000-45800 | 27900-63700 |
| 68 | <i>Bee Keeping Filed Man</i> | 30 | 19000-43600 | 26500-60700 |
| 69 | <i>Clerk cum Typist</i> | 3 | 19000-43600 | 26500-60700 |
| 70 | <i>Clerk Cum Accountant</i> | 1 | 18000-41500 | 25100-57900 |
| 71 | <i>Lower Division Clerk/Lower Division Accountant/Cashier</i> | 57 | 19000-43600 | 26500-60700 |
| 72 | <i>Second Grade Assistant</i> | 19 | 19000-43600 | 26500-60700 |
| 73 | <i>Asssistant Manager , Khadi Grama Soubhagya</i> | 12 | 19000-43600 | 26500-60700 |
| 74 | <i>Technical Supervisor (Match)</i> | 5 | 18000-41500 | 25100-57900 |
| 75 | <i>Technical Supervisor (Blacksmithy</i> | 1 | 18000-41500 | 25100-57900 |

| | | | | |
|----|--|------------|--------------------|--------------------|
| | <i>&Carpentry)</i> | | | |
| 76 | <i>Technical Supervisor (Leather)</i> | <i>1</i> | <i>18000-41500</i> | <i>25100-57900</i> |
| 77 | <i>Village Pottery Instructor</i> | <i>1</i> | <i>18000-41500</i> | <i>25100-57900</i> |
| 78 | <i>Carpenter</i> | <i>1</i> | <i>18000-41500</i> | <i>25100-57900</i> |
| 79 | <i>Sergent</i> | <i>1</i> | <i>18000-41500</i> | <i>25100-57900</i> |
| 80 | <i>Driver Gr-II</i> | <i>20</i> | <i>18000-41500</i> | <i>25100-57900</i> |
| 81 | <i>Cook</i> | <i>1</i> | <i>17000-37500</i> | <i>23700-52600</i> |
| 82 | <i>Boy Attender</i> | <i>11</i> | <i>17000-37500</i> | <i>23700-52600</i> |
| 83 | <i>Boy Assistant</i> | <i>8</i> | <i>17000-37500</i> | <i>23700-52600</i> |
| 84 | <i>Potter</i> | <i>2</i> | <i>16500-35700</i> | <i>23000-50200</i> |
| 85 | <i>peon/watchman</i> | <i>68</i> | <i>16500-35700</i> | <i>23000-50200</i> |
| 86 | <i>Spinning Instructor</i> | <i>221</i> | <i>16500-35700</i> | <i>23000-50200</i> |
| 87 | <i>Weaving Instructor</i> | <i>125</i> | <i>16500-35700</i> | <i>23000-50200</i> |
| 88 | <i>Part Time Sweepers/ Cleaners whose area of Work is 400 Sq.M and above but belw 800 Sq.M</i> | <i>12</i> | <i>9340-14800</i> | <i>13000-20670</i> |
| 89 | <i>Part Time Sweepers/ Cleaners whose area of Work is 100 Sq.M and above but belw 400 Sq.M</i> | <i>8</i> | <i>8200-13340</i> | <i>11500-18660</i> |

B).Stage to Stage Fixation Table

| | | | | | |
|----------|--------------|--------------|-----------|--------------|--------------|
| <i>1</i> | <i>16500</i> | <i>23000</i> | <i>39</i> | <i>43600</i> | <i>60700</i> |
| <i>2</i> | <i>17000</i> | <i>23700</i> | <i>40</i> | <i>44700</i> | <i>62200</i> |

| | | | | | |
|----|-------|-------|----|-------|--------|
| | | | | | |
| 3 | 17500 | 24400 | 41 | 45800 | 63700 |
| 4 | 18000 | 25100 | 42 | 46900 | 65200 |
| 5 | 18500 | 25800 | 43 | 48000 | 66800 |
| 6 | 19000 | 26500 | 44 | 49200 | 68400 |
| 7 | 19500 | 27200 | 45 | 50400 | 70000 |
| 8 | 20000 | 27900 | 46 | 51600 | 71800 |
| 9 | 20550 | 28700 | 47 | 52800 | 73600 |
| 10 | 21100 | 29500 | 48 | 54000 | 75400 |
| 11 | 21650 | 30300 | 49 | 55350 | 77200 |
| 12 | 22200 | 31100 | 50 | 56700 | 79000 |
| 13 | 22800 | 32000 | 51 | 58050 | 81000 |
| 14 | 23400 | 32900 | 52 | 59400 | 83000 |
| 15 | 24000 | 33800 | 53 | 60900 | 85000 |
| 16 | 24600 | 34700 | 54 | 62400 | 87000 |
| 17 | 25200 | 35600 | 55 | 63900 | 89000 |
| 18 | 25850 | 36500 | 56 | 65400 | 91200 |
| 19 | 26500 | 37400 | 57 | 67050 | 93400 |
| 20 | 27150 | 38300 | 58 | 68700 | 95600 |
| 21 | 27800 | 39300 | 59 | 70350 | 97800 |
| 22 | 28500 | 40300 | 60 | 72000 | 100300 |
| 23 | 29200 | 41300 | 61 | 73800 | 102800 |
| 24 | 29900 | 42300 | 62 | 75600 | 105300 |

| | | | | | |
|----|-------|-------|----|--------|--------|
| 25 | 30700 | 43400 | 63 | 77400 | 107800 |
| 26 | 31500 | 44500 | 64 | 79200 | 110300 |
| 27 | 32300 | 45600 | 65 | 81000 | 112800 |
| 28 | 33100 | 46700 | 66 | 83000 | 115300 |
| 29 | 33900 | 47800 | 67 | 85000 | 118100 |
| 30 | 34800 | 49000 | 68 | 87000 | 120900 |
| 31 | 35700 | 50200 | 69 | 89000 | 123700 |
| 32 | 36600 | 51400 | 70 | 91000 | 126500 |
| 33 | 37500 | 52600 | 71 | 93000 | 129300 |
| 34 | 38500 | 53900 | 72 | 95000 | 132100 |
| 35 | 39500 | 55200 | 73 | 97000 | 134900 |
| 36 | 40500 | 56500 | 74 | 99200 | 137700 |
| 37 | 41500 | 57900 | 75 | 101400 | 140500 |
| 38 | 42500 | 59300 | | | |

C). The conditions which was stipulated in G.O(P) No.27/2021/FIN Dated:10/02/2021 must be implemented to the following matters while implementing the pay revision.

| | |
|---------------------------------------|----------------|
| <i>Part time contingent employees</i> | <i>para 32</i> |
| <i>Allowance</i> | |
| <i>HRA</i> | <i>Para 12</i> |
| <i>TA</i> | <i>Para 27</i> |

D). 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 rates of DA will be as announced by the State Government for the State Government employees on the revised scales of pay w.e.f. 01.07.2019. The arrears of DA before 01/04/2021 will be notional. 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 |

* The arrears of DA before 01/04/2021 will be notional.

E).Rules for Fixation of Pay :

(1) *The revised scales of pay will come into force with effect from 01.07.2019. But the monetary benefit of the revision will be allowed only from the date of pay revision order. Before that the pay revision will be notional.Only pay fixation will be done. The date of effect of revised Time Bound Higher Grade scheme will be 01.04.2021 and Time Bound Higher Grade will be as per Annexure VI of G.O(P) No.27/2021/Fin dated 10/02/2021 except condition No.22 and all the monetary benefit regarding this will only from the date of pay revision order.*

(2) *All employees who were in service as on 01.07.2019 shall come over to the revised scale of pay as per the stage to stage fixation table 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 stage to stage fixation table. 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 was 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 stage to stage fixation table.*

(5) *All appointments and promotions made on or after 01.07.2019 shall be deemed to have been made fixed in the revised scale of pay and pay will be fixed accordingly and the monetary benefit of the revision will be allowed only from the date of pay revision order only.*

(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 **1.38** and the result will be rounded off to the next multiple of Rs 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 1.38 and the result will be rounded to the next multiple of Rs10. The Residuary Pays 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 1.38 and the result will be rounded to the next multiple of Rs10. 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 1.38 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 Rs 100 as the case may be, the amounts will not be rounded off to the next multiple.

(14) 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 stage to stage fixation table, the date of next increment will be on completion of one year of service from that date. But the monetary benefit of the revised increment rate will be allowed only from the date of pay revision order.

(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 fixation 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 on scales of pay through employment exchange or otherwise who were in service on 30.06.2019 and continued thereafter shall be eligible only for fixing 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 fixation on the basis of the pay actually drawn as on 01.07.2019. The pay so fixed will be revised to the corresponding stage in accordance with stage to stage fixation table on declaration of probation, notionally counting the increment accrued but withheld. After that 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) 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 **ie, Rs.140500.**

(21) Also regards to Personal Pay ,it will be given subject to the condition that maximum basic pay after adding Personal Pay shall not exceed maximum of the Master scale **ie, Rs.140500.**

(22) Newly recruited permanent employees on or after 30.06.2019 shall be eligible only for fixing the minimum of the revised scale of pay with effect from 01.07.2019. Stage to stage fixation table is not applicable to them. Stage to stage fixation table is only applicable to employees recruited before 01/07/2019.

F).General conditions.

1. **Annual Accounts and AG's audits** of the board should be updated scrupulously as per the directions contained in circular No. 53/2022/Fin dated 07.07.2022 and circular No.97/2021 dated 25.10.2021 respectively.

2. Government agrees to revise the pay revision **notionally and only pay fixation will be done** for that period. The revised scales of pay shall come into effect from 01.07.2019. But the monetary benefit of the pay revision will be with effect from the date of pay revision only. Only pay fixation will be done. Also all allowances mentioned in this pay revision have will effect from the month in which the pay revision orders is issued only. The revised scheme of Time Bound Higher Grade will be given effect from **01.04.2022**. The arrears of DA before 01/04/2021 will be notional.

3. Kerala Khadi and Village Industries Board sell their khadi products in the market with a profit margin. If there is any subsidy given by the board for selling their products, this subsidy amount has been granted to the board by the Government. So there is no case of loss while selling their products. So the expenditure on account of the revision will be met from the internal resources of the board and Government will not bear any cost in this regard under any circumstances.

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

5. The board shall not change the terms and conditions of service of its employees (including leave rules) without prior approval of the Government.

6. No new posts will be created, upgraded or re-designated without the prior approval of the Government.

7. All allowances, benefits and perks, if any, which are not specified in this revision shall be discontinued forthwith. Allowances which are not specifically mentioned will be treated as withdrawn.

8. The Administrative 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, he shall give instructions to officers to rectify the defects.

9. Recoveries will be insisted upon where over payments are made. 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 before approving the pay fixation and disbursing the pay. All employees shall furnish an undertaking in the prescribed form to their DDO in order to get their pay fixed in the revised scale. The undertaking shall be countersigned by the DDO and pasted in the Service Book of the incumbent.

10. **Attendance Management System** must be introduced at all offices and units (Punching system) and it must be connected with the salary.

11. Appointments (permanent / deputation / temporary / daily waged / provisional) shall be made only in the posts that are validly created by way of Government Order.

12. In case of any doubt regarding pay scales, fixation etc. prior concurrence of Government should be obtained before arriving at a decision. No stepping up of pay will be allowed under any circumstances. Anomaly, if any, shall be brought to the notice of Government. The board shall not attempt to rectify the anomaly.

13. Any modification to the Rules of Fixation of Scale of Pay / Promotional Avenues etc. shall not be allowed without prior approval of Government.

14. All staff in the board must be selected through PSC only. Contract/Daily wage employees must be selected only for a contract period of 179 days only. Contract/Daily wage employees in the board cannot be posted permanently. Circular No.55/2022/FIN, dated:08/07/2022 must be strictly followed. If any violation in this regards occur Secretary, Kerala Khadi and Village Industries Board will be personally responsible for that and strict actions will be taken against them.

16. Interim Relief, if any received will be recovered in installments from the month in which the pay revision order issued.

17. Board must do sustainable utilization of the allotted resources by applying effective/efficient economic measures (effective / efficient utilization of the allotted funds for various projects without any drain of public funds and also make maximum profit with maximum customer satisfaction).

18. In this pay revision, the Stage to Stage fixation table is only applicable to the permanent employees of Kerala Khadi and Village Industries Board who has been appointed before 01.07.2019. The pay of new appointments will be started from the beginning of the concerned scales. Newly recruited permanent employees on or after 01.07.2019 shall be eligible only for fixing the minimum of the revised scale of pay with effect from 01.07.2019. Stage to stage fixation table is not applicable to them.

19. Ratio based promotions, up gradation or re-designation shall be granted only with the approval of Government.

20. Recovery of Excess Payment: Chances for erroneous revision of pay cannot be ruled out in spite specific table for stage to stage revision, and in such cases recovery will have be effected from those who received pay in excess. In order to facilitate recovery, Government may direct to obtain an undertaking from all employees as has been prescribed in G.O.(P) No.169/2019/Fin dated 13.12.2019.

21. Posts lying vacant for a period of more than one year should be abolished as per G.O(P)No.1208/2001/Fin dated 22/10/2001.

22. While applying this pay revision, if any deviation in any point of this occurred from the side of Khadi board, Government will take strict action against the concerned parties and also the Secretary, Kerala Khadi and Village Industries Board will be held personally liable for any kind of discrepancies while implementing this order.

കേരള ഖാദി ഗ്രാമ വ്യവസായ ബോർഡിലെ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണ ശുപാർശ മന്ത്രിസഭാ യോഗത്തിന്റെ അനുമതിക്കായി സമർപ്പിക്കേണ്ടതും, സർക്കാർ ഉത്തരവിന്റെ കരട് ധനകാര്യവകുപ്പിൽ സൂക്ഷ്മപരിശോധനക്കായി സമർപ്പിക്കേണ്ടതുമാണ്. കൂടാതെ പെൻഷൻ പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട പ്രൊപ്പോസൽ പ്രത്യേകമായി സമർപ്പിക്കാൻ ഭരണവകുപ്പിനോട് ആവശ്യപ്പെടുന്നു".

6. The Finance Department has proposed to pay the pay revision arrears of the employees of Kerala Khadi and Village Industries Board as notional. As per this decision, the employees of Kerala Khadi and Village Industries Board will be entitled to get the monitory benefits from the date of issuance of the implementation of the pay revision order. Employees are facing a financial loss of almost 3 years when notional payment is made prior to the order date. Till now, the practice followed in implementing pay revision arrears of Kerala Khadi and Village Industries Board is similar to that of Government employees in the date of implementation. As the pay revision arrears

of Government employees have been merged into Provident fund in 4 installments, it would be appropriate to issue an order merging the Pay revision arrears of Kerala Khadi and Village Industries Board employees into Provident Fund instead of being notional.

7. In addition to what the Finance Department has suggested, when the issue of whether an order can be issued by merging the salary revision arrears of the employees of the Kerala Khadi and Village Industries Board into the Provident Fund, the Hon'ble Chief Minister ordered to submit this matter for the consideration of the Council of Ministers.

Points for decision

Whether orders may be issued granting revision of pay and allowances of the employees of Kerala Khadi and Village Industries Board, as in the case of Government employees who have been granted 11th pay revision, as follows?

1. As agreed to by the Finance Department and as detailed at para 5 of this note, the pay and other allowances of the employees of Kerala Khadi and Village Industries Board may be revised w.e.f 01.07.2019 and orders issued accordingly.
2. Overruling the opinion of Finance Department, instead of paying the pay revision arrear notionally, permission may be granted to merge the 11th pay revision arrears of the employees of Kerala Khadi and Village Industries Board in Provident Fund in four installments.

കേരള സർക്കാർ
(ശ്രീ.പിണറായി വിജയൻ മന്ത്രിസഭ)
മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പ്

- 1 ഫയൽ നമ്പർ : നം.വ്യവ-കെ1/63/2021-വ്യവ
- 2 വകുപ്പ് : വ്യവസായ (കെ) വകുപ്പ്
- 3 വിഷയം : ഖാദി ബോർഡിൽ 01.07.2019 മുതൽ പ്രാബല്യത്തോട 11-ാം ശമ്പള പരിഷ്കരണം നടപ്പിലാക്കുന്നതു- സംബന്ധിച്ച്
- 4 മന്ത്രിസഭായോഗത്തിൽ സമർപ്പിക്കാനുള്ള മുഖ്യമന്ത്രിയുടെ ഉത്തരവ് തീയതി : 19.10.2022
- 5 (i) ഇത് സാമ്പത്തിക ബാധ്യതയുള്ളതാണോ? : അതെ
(ii) സാമ്പത്തിക ബാധ്യതയുള്ളതാണെങ്കിൽ ധനകാര്യ വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ; : ഉണ്ട്
ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ?
- 6 മറ്റേതെങ്കിലും വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ; : ഉണ്ട്, ആസൂത്രണ സാമ്പത്തികകാര്യ വകുപ്പ്
ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ; :
- 7 കരട് കുറിപ്പ് സമർപ്പിച്ച ജോയിന്റ് സെക്രട്ടറിയുടെ പേര് : സിജു ജേക്കബ്
- 8 കരട് കുറിപ്പ് അംഗീകരിച്ച പ്രിൻസിപ്പൽ സെക്രട്ടറിയുടെ പേര് : ശ്രീ.എ.പി.എം.മുഹമ്മദ് ഹനീഷ്
- 9 മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറി അംഗീകരിച്ച തീയതി : 25.10.2022
- 10 കുറിപ്പ് അംഗീകരിച്ച ചീഫ് സെക്രട്ടറിയുടെ പേര് : ഡോ.വി.പി.ജോയ്
- 11 മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് ചീഫ് സെക്രട്ടറി അംഗീകരിച്ച തീയതി : 28.10.2022
- 12 കരട് കുറിപ്പ് അംഗീകരിച്ച മന്ത്രിയുടെ പേര് : ശ്രീ. പി.രാജീവ്
- 13 മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് മന്ത്രി അംഗീകരിച്ച തീയതി : 31.10.2022
- 14 കുറിപ്പിന്റെ പകർപ്പുകൾ സമർപ്പിച്ച തീയതി : 01.11.2022
- 15 മന്ത്രിസഭായോഗം തീരുമാനമെടുത്ത തീയതി :
- 16 തീരുമാനം പുറപ്പെടുവിച്ച സർക്കാർ ഉത്തരവ്/കത്തിന്റെ നമ്പറും തീയതിയും :

മന്ത്രി സഭായോഗത്തിനുള്ള കുറിപ്പ്

കേരള ഖാദി ഗ്രാമ വ്യവസായ ബോർഡിലെ ജീവനക്കാർക്ക് 11-ാം ശമ്പള പരിഷ്കരണം നടപ്പിലാക്കുന്നത് സംബന്ധിച്ച ശിപാർശയാണ് ഈ കുറിപ്പിലെ വിഷയം.

2. സർക്കാർ ജീവനക്കാർക്ക് 10.02.2021 ലെ സ.ഉ(അച്ചടി) 27/2021/ധന നമ്പർ ഉത്തരവ് പ്രകാരം അനുവദിച്ച 11-ാം ശമ്പള പരിഷ്കരണ ആനുകൂല്യം ഖാദി ഗ്രാമ വ്യവസായ ബോർഡിലെ ജീവനക്കാർക്കും അനുവദിക്കുന്നതിനായി ഖാദി ബോർഡ് സെക്രട്ടറി ശിപാർശ സമർപ്പിക്കുകയുണ്ടായി.

3. കേരള സർവ്വീസ് റൂൾസിലെ മാർഗ്ഗനിർദ്ദേശങ്ങൾക്ക് വിധേയമായി പ്രവർത്തിക്കുന്ന കേരള ഖാദി ഗ്രാമ വ്യവസായ ബോർഡിലെ ജീവനക്കാരുടെ ശമ്പള സ്കെയിലുകൾ സർക്കാർ ജീവനക്കാർക്ക് സമാനവും ഒപ്പം ജീവനക്കാരുടെ നിയമനം പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ മുഖാന്തിരവുമാണ് നടത്തപ്പെടുന്നത്. 20.01.2016 ലെ സ.ഉ (പി)09/2016/ധന നമ്പർ ഉത്തരവ് പ്രകാരം സർക്കാർ ജീവനക്കാർക്ക് അനുവദിച്ച മുൻ ശമ്പള പരിഷ്കരണ ആനുകൂല്യങ്ങൾ 01.11.2016 ലെ സ.ഉ(കൈ)നം.121/2016/വ്യവ നമ്പർ ഉത്തരവ് പ്രകാരം ഖാദി ഗ്രാമ വ്യവസായ ബോർഡിലെ ജീവനക്കാർക്കും കൂടി ലഭ്യമാക്കിക്കൊണ്ട് ഉത്തരവായിരുന്നു.

4. കേരള ഖാദി ഗ്രാമ വ്യവസായ ബോർഡിൽ 11-ാം ശമ്പള പരിഷ്കരണം നടപ്പിലാക്കുന്നത് സംബന്ധിച്ച് ആസൂത്രണ സാമ്പത്തികകാര്യ (ബി.പി.ഇ) വകുപ്പിന്റെ അഭിപ്രായം ആരായുകയും പ്രസ്തുത വകുപ്പ് ചുവടെ പറയുന്ന അഭിപ്രായം രേഖപ്പെടുത്തുകയും ചെയ്തിട്ടുണ്ട്:-

"21.07.2016 ൽ കൂടിയ പബ്ലിക് എന്റർപ്രൈസസ് ബോർഡിന്റെ മിനിട്ട്സിന്റെ പകർപ്പ് റഫറൻസിൽ ഉള്ളടക്കം ചെയ്യുന്നു. കേരള ഖാദി ഗ്രാമ വ്യവസായ ബോർഡ് ഒരു സ്റ്റാറ്റൂട്ടറി സ്ഥാപനമായതിനാലും, പ്രസ്തുത സ്ഥാപനത്തെ കമ്പനീസ് ആക്റ്റിനു കീഴിൽ വരുന്ന ഒരു പൊതുമേഖലാ സ്ഥാപനമായി കണക്കാക്കാൻ കഴിയാത്തതിനാലും ബോർഡിന്റെ ശമ്പള പരിഷ്കരണം പബ്ലിക് എന്റർപ്രൈസസ് ബോർഡിന്റെ പരിഗണനയ്ക്കു സമർപ്പിക്കേണ്ടതില്ല എന്ന് പ്രസ്തുത പി.ഇ.ബി. മീറ്റിംഗിൽ തീരുമാനിച്ചിട്ടുണ്ട്. അതിനാൽ കേരള ഖാദി ഗ്രാമ വ്യവസായ ബോർഡിന്റെ ശമ്പള പരിഷ്കരണം ഭരണ വകുപ്പിന് ധനകാര്യ വകുപ്പിന്റെ സമ്മതത്തോടെയും മന്ത്രിസഭാ യോഗത്തിന്റെ അംഗീകാരത്തോടെയും നൽകാവുന്നതാണ് എന്ന വിവരം അറിയിക്കുന്നു. "

5. തുടർന്ന് ഇക്കാര്യത്തിൽ ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായത്തിനായി ഫയൽ അയയ്ക്കുകയും പ്രസ്തുത വകുപ്പ് ചുവടെ പറയുന്ന അഭിപ്രായം സഹിതം ഫയൽ മടക്കി നൽകുകയും ചെയ്തു:-

"11-ാം ശമ്പള പരിഷ്കരണം സംബന്ധിച്ച 10.02.2021 തീയതിയിലെ G0(P)No.27/2021/Fin നമ്പർ സർക്കാർ ഉത്തരവ് പ്രകാരമുള്ള ശമ്പളവും മറ്റ് ആനുകൂല്യങ്ങളും കേരള ഖാദി ഗ്രാമ വ്യവസായ ബോർഡിലെ ജീവനക്കാർക്കും അനുവദിക്കുന്നത് സംബന്ധിച്ച പ്രൊപ്പോസൽ, **"Updated Annual Accounts അടിയന്തിരമായി പൂർത്തിയാക്കി സമർപ്പിക്കണം"** എന്ന വ്യവസ്ഥയോടെ താഴെ പറയുന്ന രീതിയിൽ നടപ്പിലാക്കുന്നതിന് ധനകാര്യ വകുപ്പ് അംഗീകാരം നൽകുന്നു.

11th Pay Revision for KK&VI Board

A). The categories of posts with the existing and revised scales of pay are given below :

| Sl.No | Name of Post | Number of Sanctioned Post | Existing Scale of Pay | Proposed Scale of Pay as per 11 th Pay Revision Order |
|-------|--------------|---------------------------|-----------------------|--|
| 1 | Director | 5 | 55350-101400 | 77200-140500 |

| | | | | |
|----|--|----|-------------|--------------|
| 2 | <i>Deputy Director</i> | 3 | 45800-89000 | 63700-123700 |
| 3 | <i>Project Officer</i> | 14 | 40500-85000 | 56500-118100 |
| 4 | <i>Accounts Officer</i> | 2 | 40500-85000 | 56500-118100 |
| 5 | <i>Village Industries Organiser</i> | 1 | 40500-85000 | 56500-118100 |
| 6 | <i>State Khadi Organiser</i> | 1 | 40500-85000 | 56500-118100 |
| 7 | <i>Deputy Registrar</i> | 1 | 40500-85000 | 56500-118100 |
| 8 | <i>Marketing Officer</i> | 1 | 40500-85000 | 56500-118100 |
| 9 | <i>Laison Officer</i> | 1 | 40500-85000 | 56500-118100 |
| 10 | <i>Law Officer</i> | 1 | 40500-85000 | 56500-118100 |
| 11 | <i>Assistant Registrar</i> | 10 | 35700-75600 | 50200-105300 |
| 12 | <i>Village Industries Officer</i> | 12 | 35700-75600 | 50200-105300 |
| 13 | <i>Information Officer</i> | 1 | 35700-75600 | 50200-105300 |
| 14 | <i>Statstician</i> | 1 | 35700-75600 | 50200-105300 |
| 15 | <i>Senior Superintendent</i> | 2 | 35700-75600 | 50200-105300 |
| 16 | <i>Junior Accounts Officer</i> | 2 | 35700-75600 | 50200-105300 |
| 17 | <i>Palmgur Organiser</i> | 1 | 35700-75600 | 50200-105300 |
| 18 | <i>Development Officer (Oil)</i> | 1 | 35700-75600 | 50200-105300 |
| 19 | <i>Development Officer (HMP)</i> | 1 | 35700-75600 | 50200-105300 |
| 20 | <i>Organiser (NEOS)</i> | 1 | 35700-75600 | 50200-105300 |
| 21 | <i>PotteryExpert</i> | 1 | 35700-75600 | 50200-105300 |
| 22 | <i>Organiser (HPPI)</i> | 1 | 35700-75600 | 50200-105300 |
| 23 | <i>Bee-Expert</i> | 1 | 35700-75600 | 50200-105300 |
| 24 | <i>Junior Superintedent</i> | 19 | 30700-65400 | 43400-91200 |
| 25 | <i>Senior Co-operative Inspector (Special Grade)</i> | 8 | 32300-68700 | 45600-95600 |
| 26 | <i>Senior Co-operative Inspector</i> | 36 | 30700-65400 | 43400-91200 |
| 27 | <i>Office Manager</i> | 1 | 30700-65400 | 43400-91200 |
| 28 | <i>Manager (Dye House)</i> | 1 | 29200-62400 | 41300-87000 |
| 29 | <i>Instructor Spinning (Training Centre)</i> | 1 | 29200-62400 | 41300-87000 |

| | | | | |
|----|---|----|-------------|--------------|
| 30 | <i>Instructor Weaving (Training Centre)</i> | 1 | 29200-62400 | 41300-87000 |
| 31 | <i>Store Superintendent</i> | 1 | 27800-59400 | 39300-83000 |
| 32 | <i>Manager Godown</i> | 2 | 27800-59400 | 39300-83000 |
| 33 | <i>Senior Accountant</i> | 1 | 27800-59400 | 39300-83000 |
| 34 | <i>Fair Copy Superintendent</i> | 2 | 30700-65400 | 43400-91200 |
| 35 | <i>Khadi Development Officer</i> | 3 | 27800-59400 | 39300-83000 |
| 36 | <i>Technical Assistant (Khadi)</i> | 7 | 27800-59400 | 39300-83000 |
| 37 | <i>Technical Assistant (Bio- Gas)</i> | 1 | 27800-59400 | 39300-83000 |
| 38 | <i>Technical Assistant (Lime)</i> | 1 | 27800-59400 | 39300-83000 |
| 39 | <i>Technical Assistant (Fibre)</i> | 1 | 27800-59400 | 39300-83000 |
| 40 | <i>Organiser (Leather)</i> | 1 | 27800-59400 | 39300-83000 |
| 41 | <i>Warden</i> | 1 | 27800-59400 | 39300-83000 |
| 42 | <i>Selection Grade Typist</i> | 7 | 27800-59400 | 39300-83000 |
| 43 | <i>Senior Grade Typist</i> | 7 | 26500-56700 | 37400-79000 |
| 44 | <i>Upper Division Typist</i> | 8 | 25200-54000 | 35600-75400 |
| 45 | <i>Lower Division Typist</i> | 8 | 19000-43600 | 26500-60700 |
| 46 | <i>Juionr Co-operative Inspector</i> | 36 | 27800-59400 | 39300-83000 |
| 47 | <i>Palmgur Instructor</i> | 3 | 26500-56700 | 37400-79000 |
| 48 | <i>Gurkhandasari Demonstrator</i> | 4 | 26500-56700 | 37400-79000 |
| 49 | <i>Village Oil Inspector</i> | 2 | 26500-56700 | 37400-79000 |
| 50 | <i>Store Assistant</i> | 4 | 26500-56700 | 37400-79000 |
| 51 | <i>Khadi Extension Officer</i> | 6 | 25200-54000 | 35600-75400 |
| 52 | <i>Amber Manager</i> | 1 | 25200-54000 | 35600-75400 |
| 53 | <i>Store Keeper</i> | 11 | 25200-54000 | 35600-75400 |
| 54 | <i>Confidential Assistant Gr.II</i> | 2 | 20000-45800 | 27900-63700 |
| 55 | <i>Confidential Assistant Gr.I</i> | 1 | 26500-56700 | 37400-79000 |
| 56 | <i>Confidential Assistant (Senior Grade)</i> | 1 | 30700-65400 | 43400-91200 |
| 57 | <i>Confidential Assistant (Selection Grade)</i> | 1 | 36600-79200 | 51400-110300 |

| | | | | |
|----|---|----|-------------|-------------|
| 58 | <i>Upper Division Clerk/Upper Division</i> | 59 | 25200-54000 | 35600-75400 |
| 59 | <i>Ist Grade Assistant</i> | 11 | 25200-54000 | 35600-75400 |
| 60 | <i>Manager Khadi Grama Soubhagya/Cotton</i> | 11 | 25200-54000 | 35600-75400 |
| 61 | <i>Mechanic Village Oil</i> | 3 | 22200-48000 | 31100-66800 |
| 62 | <i>Supervisor HMP</i> | 4 | 22200-48000 | 31100-66800 |
| 63 | <i>Village Pottery Inspector</i> | 3 | 26500-56700 | 37400-79000 |
| 64 | <i>Mechanic Dye House</i> | 1 | 22200-48000 | 31100-66800 |
| 65 | <i>Loom Inspector</i> | 1 | 22200-48000 | 31100-66800 |
| 66 | <i>Curator (Museum)</i> | 1 | 22200-48000 | 31100-66800 |
| 67 | <i>Amber Instructor</i> | 3 | 20000-45800 | 27900-63700 |
| 68 | <i>Bee Keeping Filed Man</i> | 30 | 19000-43600 | 26500-60700 |
| 69 | <i>Clerk cum Typist</i> | 3 | 19000-43600 | 26500-60700 |
| 70 | <i>Clerk Cum Accountant</i> | 1 | 18000-41500 | 25100-57900 |
| 71 | <i>Lower Division Clerk/Lower Division</i> | 57 | 19000-43600 | 26500-60700 |
| 72 | <i>Second Grade Assistant</i> | 19 | 19000-43600 | 26500-60700 |
| 73 | <i>Asssistant Manager , Khadi Grama Soubhagya</i> | 12 | 19000-43600 | 26500-60700 |
| 74 | <i>Technical Supervisor (Match)</i> | 5 | 18000-41500 | 25100-57900 |
| 75 | <i>Technical Supervisor (Blacksmithy & Carpentry)</i> | 1 | 18000-41500 | 25100-57900 |
| 76 | <i>Technical Supervisor (Leather)</i> | 1 | 18000-41500 | 25100-57900 |
| 77 | <i>Village Pottery Instructor</i> | 1 | 18000-41500 | 25100-57900 |
| 78 | <i>Carpenter</i> | 1 | 18000-41500 | 25100-57900 |
| 79 | <i>Sergent</i> | 1 | 18000-41500 | 25100-57900 |
| 80 | <i>Driver Gr-II</i> | 20 | 18000-41500 | 25100-57900 |
| 81 | <i>Cook</i> | 1 | 17000-37500 | 23700-52600 |
| 82 | <i>Boy Attender</i> | 11 | 17000-37500 | 23700-52600 |
| 83 | <i>Boy Assistant</i> | 8 | 17000-37500 | 23700-52600 |
| 84 | <i>Potter</i> | 2 | 16500-35700 | 23000-50200 |
| 85 | <i>peon/watchman</i> | 68 | 16500-35700 | 23000-50200 |

| | | | | |
|----|---|-----|-------------|-------------|
| 86 | <i>Spinning Instructor</i> | 221 | 16500-35700 | 23000-50200 |
| 87 | <i>Weaving Instructor</i> | 125 | 16500-35700 | 23000-50200 |
| 88 | <i>Part Time Sweepers/ Cleaners whose area of</i> | 12 | 9340-14800 | 13000-20670 |
| 89 | <i>Part Time Sweepers/ Cleaners whose area of</i> | 8 | 8200-13340 | 11500-18660 |

B).Stage to Stage Fixation Table

| | | | | | |
|----|-------|-------|----|-------|-------|
| 1 | 16500 | 23000 | 39 | 43600 | 60700 |
| 2 | 17000 | 23700 | 40 | 44700 | 62200 |
| 3 | 17500 | 24400 | 41 | 45800 | 63700 |
| 4 | 18000 | 25100 | 42 | 46900 | 65200 |
| 5 | 18500 | 25800 | 43 | 48000 | 66800 |
| 6 | 19000 | 26500 | 44 | 49200 | 68400 |
| 7 | 19500 | 27200 | 45 | 50400 | 70000 |
| 8 | 20000 | 27900 | 46 | 51600 | 71800 |
| 9 | 20550 | 28700 | 47 | 52800 | 73600 |
| 10 | 21100 | 29500 | 48 | 54000 | 75400 |
| 11 | 21650 | 30300 | 49 | 55350 | 77200 |
| 12 | 22200 | 31100 | 50 | 56700 | 79000 |
| 13 | 22800 | 32000 | 51 | 58050 | 81000 |
| 14 | 23400 | 32900 | 52 | 59400 | 83000 |
| 15 | 24000 | 33800 | 53 | 60900 | 85000 |
| 16 | 24600 | 34700 | 54 | 62400 | 87000 |
| 17 | 25200 | 35600 | 55 | 63900 | 89000 |
| 18 | 25850 | 36500 | 56 | 65400 | 91200 |

| | | | | | |
|----|-------|-------|----|--------|--------|
| | | | | | |
| 19 | 26500 | 37400 | 57 | 67050 | 93400 |
| 20 | 27150 | 38300 | 58 | 68700 | 95600 |
| 21 | 27800 | 39300 | 59 | 70350 | 97800 |
| 22 | 28500 | 40300 | 60 | 72000 | 100300 |
| 23 | 29200 | 41300 | 61 | 73800 | 102800 |
| 24 | 29900 | 42300 | 62 | 75600 | 105300 |
| 25 | 30700 | 43400 | 63 | 77400 | 107800 |
| 26 | 31500 | 44500 | 64 | 79200 | 110300 |
| 27 | 32300 | 45600 | 65 | 81000 | 112800 |
| 28 | 33100 | 46700 | 66 | 83000 | 115300 |
| 29 | 33900 | 47800 | 67 | 85000 | 118100 |
| 30 | 34800 | 49000 | 68 | 87000 | 120900 |
| 31 | 35700 | 50200 | 69 | 89000 | 123700 |
| 32 | 36600 | 51400 | 70 | 91000 | 126500 |
| 33 | 37500 | 52600 | 71 | 93000 | 129300 |
| 34 | 38500 | 53900 | 72 | 95000 | 132100 |
| 35 | 39500 | 55200 | 73 | 97000 | 134900 |
| 36 | 40500 | 56500 | 74 | 99200 | 137700 |
| 37 | 41500 | 57900 | 75 | 101400 | 140500 |
| 38 | 42500 | 59300 | | | |

C). The conditions which was stipulated in 10/02/2021 G.O(P) No.27/2021/FIN Dated:10/02/2021 must be implemented to the following matters while implementing the pay revision.

| | |
|---------------------------------------|----------------|
| <i>Part time contingent employees</i> | <i>para 32</i> |
| <i>Allowance</i> | |
| <i>HRA</i> | <i>Para 12</i> |
| <i>TA</i> | <i>Para 27</i> |

D). 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 rates of DA will be as announced by the State Government for the State Government employees on the revised scales of pay w.e.f. 01.07.2019. The arrears of DA before 01/04/2021 will be notional. 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 |

* The arrears of DA before 01/04/2021 will be notional.

E).Rules for Fixation of Pay :

(1) The revised scales of pay will come into force with effect from 01.07.2019. But the monetary benefit of the revision will be allowed only from the date of pay revision order. Before that the pay revision will be notional.Only pay fixation will be done. The date of effect of revised Time Bound Higher Grade scheme will be 01.04.2021 and Time Bound Higher Grade will be as per Annexure VI of G.O(P) No.27/2021/Fin dated 10/02/2021 except condition No.22 and all the monetary benefit regarding this will only from the date of pay revision order.

(2) All employees who were in service as on 01.07.2019 shall come over to the revised scale of pay as per the stage to stage fixation table 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 stage to stage fixation table. 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 was 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 stage to stage fixation table.

(5) All appointments and promotions made on or after 01.07.2019 shall be deemed to have been made fixed in the revised scale of pay and pay will be fixed accordingly and the monetary benefit of the revision will be allowed only from the date of pay revision order only.

(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 1.38 and the result will be rounded off to the next multiple of Rs 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 1.38 and the result will be rounded to the next multiple of Rs10. The Residuary Pays 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 1.38 and the result will be rounded to the next multiple of Rs10. 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 1.38 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 Rs 100 as the case may be, the amounts will not be rounded off to the next multiple.
- (14) 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 stage to stage fixation table, the date of next increment will be on completion of one year of service from that date. But the monetary benefit of the revised increment rate will be allowed only from the date of pay revision order.
- (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 fixation 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 on scales of pay through employment exchange or otherwise who were in service on 30.06.2019 and continued thereafter shall be eligible only for fixing 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 fixation on the basis of the pay actually drawn as on 01.07.2019. The pay so fixed will be revised to the corresponding stage in accordance with stage to stage fixation table on declaration

of probation, notionally counting the increment accrued but withheld. After that 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) 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 **ie, Rs.140500.**

(21) Also regards to Personal Pay ,it will be given subject to the condition that maximum basic pay after adding Personal Pay shall not exceed maximum of the Master scale **ie, Rs.140500.**

(22) Newly recruited permanent employees on or after 30.06.2019 shall be eligible only for fixing the minimum of the revised scale of pay with effect from 01.07.2019. Stage to stage fixation table is not applicable to them. Stage to stage fixation table is only applicable to employees recruited before 01/07/2019.

F).General conditions.

1. **Annual Accounts and AG's audits** of the board should be updated scrupulously as per the directions contained in circular No. 53/2022/Fin dated 07.07.2022 and circular No.97/2021 dated 25.10.2021 respectively.

2. Government agrees to revise the pay revision **notionally and only pay fixation will be done** for that period. The revised scales of pay shall come into effect from 01.07.2019. But the monetary benefit of the pay revision will be with effect from the date of pay revision only. Only pay fixation will be done. Also all allowances mentioned in this pay revision have will effect from the month in which the pay revision orders is issued only. The revised scheme of Time Bound Higher Grade will be given effect from **01.04.2022**. The arrears of DA before 01/04/2021 will be notional.

3. Kerala Khadi and Village Industries Board sell their khadi products in the market with a profit margin. If there is any subsidy given by the board for selling their products, this subsidy amount has been granted to the board by the Government. So there is no case of loss while selling their products. So the expenditure on account of the revision will be met from the internal resources of the board and Government will not bear any cost in this regard under any circumstances.

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

5. The board shall not change the terms and conditions of service of its employees (including leave rules) without prior approval of the Government.

6. No new posts will be created, upgraded or re-designated without the prior approval of the Government.

7. All allowances, benefits and perks, if any, which are not specified in this revision shall be discontinued forthwith. Allowances which are not specifically mentioned will be treated as withdrawn.

8. The Administrative 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, he shall give instructions to officers to rectify the defects.

9. Recoveries will be insisted upon where over payments are made. 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 before approving the pay fixation and disbursing the pay. All employees shall furnish an undertaking in the prescribed form to their DDO in order to get their pay fixed in the revised scale. The undertaking shall be countersigned by the DDO and pasted in the Service Book of the incumbent.

10. Attendance Management System must be introduced at all offices and units (Punching system) and it must be connected with the salary.

11. Appointments (permanent / deputation / temporary / daily waged / provisional) shall be made only in the posts that are validly created by way of Government Order.

12. In case of any doubt regarding pay scales, fixation etc. prior concurrence of Government should be obtained before arriving at a decision. No stepping up of pay will be allowed under any circumstances. Anomaly, if any, shall be brought to the notice of Government. The board shall not attempt to rectify the anomaly.

13. Any modification to the Rules of Fixation of Scale of Pay / Promotional Avenues etc. shall not be allowed without prior approval of Government.

14. All staff in the board must be selected through PSC only. Contract/Daily wage employees must be selected only for a contract period of 179 days only. Contract/Daily wage employees in the board cannot be posted permanently .Circular No.55/2022/FIN , dated:08/07/2022 must be strictly followed.If any violation in this regards occur Secretary, Kerala Khadi and Village Industries Board will be personally responsible for that and strict actions will be taken against them.

16. Interim Relief, if any received will be recovered in installments from the month in which the pay revision order issued.

17. Board must do sustainable utilization of the allotted resources by applying effective/efficient economic measures (effective / efficient utilization of the allotted funds for various projects without any drain of public funds and also make maximum profit with maximum customer satisfaction).

18. In this pay revision, the Stage to Stage fixation table is only applicable to the permanent employees of Kerala Khadi and Village Industries Board who has been appointed before 01.07.2019. The pay of new appointments will be started from the beginning of the concerned scales. Newly recruited permanent employees on or after 01.07.2019 shall be eligible only for fixing the minimum of the revised scale of pay with effect from 01.07.2019. Stage to stage fixation table is not applicable to them.

19. Ratio based promotions, up gradation or re-designation shall be granted only with the approval of Government .

20. Recovery of Excess Payment: Chances for erroneous revision of pay cannot be ruled out in spite specific table for stage to stage revision, and in such cases recovery will have be effected from those who received pay in excess. In order to facilitate recovery, Government may direct to obtain an undertaking from all employees as has been prescribed in G.O.(P) No.169/2019/Fin dated 13.12.2019.

21. Posts lying vacant for a period of more than one year should be abolished as per G.O(P)No.1208/2001/Fin dated 22/10/2001.

22. While applying this pay revision, if any deviation in any point of this occurred from the side of Khadi board, Government will take strict action against the concerned parties and also the Secretary, Kerala Khadi and Village Industries Board will be held personally liable for any kind of discrepancies while implementing this order.

കേരള ഖാദി ഗ്രാമ വ്യവസായ ബോർഡിലെ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണ ശുപാർശ മന്ത്രിസഭാ യോഗത്തിന്റെ അനുമതിക്കായി സമർപ്പിക്കേണ്ടതും, സർക്കാർ ഉത്തരവിന്റെ കരട് ധനകാര്യവകുപ്പിൽ സൂക്ഷ്മപരിശോധനയ്ക്കായി സമർപ്പിക്കേണ്ടതുമാണ്. കൂടാതെ പെൻഷൻ പരിഷ്കരണവുമായി ബന്ധപ്പെട്ട പ്രൊപ്പോസൽ പ്രത്യേകമായി സമർപ്പിക്കാൻ ഭരണവകുപ്പിനോട് ആവശ്യപ്പെടുന്നു".

6. കേരള ഖാദി ആൻഡ് വില്ലേജ് ഇൻഡസ്ട്രീസ് ബോർഡിലെ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണ കുടിശ്ശിക നോഷണൽ ആയി നൽകാനാണ് ധനകാര്യ വകുപ്പ് നിർദ്ദേശിച്ചിരിക്കുന്നത്. ഈ തീരുമാനപ്രകാരം ശമ്പള പരിഷ്കരണം നടപ്പിലാക്കി ഉത്തരവ് പുറപ്പെടുവിക്കുന്ന തീയതി മുതൽക്കെ കേരള ഖാദി ആൻഡ് വില്ലേജ് ഇൻഡസ്ട്രീസ് ബോർഡിന്റെ ജീവനക്കാർക്ക് സാമ്പത്തിക ആനുകൂല്യത്തിന് അർഹതയുള്ള ഉത്തരവ്

തീയതിക്ക് മുൻപുള്ളത് നോഷണൽ ആയി നൽകുമ്പോൾ ജീവനക്കാർക്ക് ഏതാണ്ട് 3 വർഷത്തെ സാമ്പത്തിക നഷ്ടം ഉണ്ടാകുന്നു. സർക്കാർ ജീവനക്കാർക്ക് ശമ്പള പരിഷ്കരണം നടപ്പിലാക്കുന്ന അതേ തീയതി മുതൽ കേരള ഖാദി ആൻഡ് വില്ലേജ് ഇൻഡസ്ട്രീസ് ബോർഡിലെ ജീവനക്കാർക്കും നടപ്പിലാക്കുന്നതാണ് ഇതുവരെ തുടർന്ന് വരുന്ന രീതി. സർക്കാർ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണ കുടിശ്ശിക 4 തവണകളായി പ്രൊവിഡന്റ് ഫണ്ടിൽ ലയിപ്പിച്ചതുപോലെ കേരള ഖാദി ആൻഡ് വില്ലേജ് ഇൻഡസ്ട്രീസ് ബോർഡിലെ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണ കുടിശ്ശിക നോഷണൽ ആകുന്നതിന് പകരം പി.എഫ് ൽ ലയിപ്പിച്ചു കൊണ്ട് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നത് ഉചിതമായിരിക്കും.

7. ധനകാര്യ വകുപ്പ് നിർദ്ദേശിച്ചതിന് പുറമെ, കേരള ഖാദി ആൻഡ് വില്ലേജ് ഇൻഡസ്ട്രീസ് ബോർഡിലെ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണ കുടിശ്ശിക കൂടി പ്രൊവിഡന്റ് ഫണ്ടിൽ ലയിപ്പിച്ചു കൊണ്ട് ഉത്തരവ് പുറപ്പെടുവിക്കാമോ എന്ന കാര്യം മന്ത്രിസഭാ യോഗത്തിന്റെ പരിഗണനക്ക് സമർപ്പിക്കാമോ എന്നതിൽ ഉത്തരവിയായി ചംക്രമണം ചെയ്തപ്പോൾ ഇക്കാര്യം മന്ത്രിസഭാ യോഗത്തിന്റെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുവാൻ ബഹു.മുഖ്യമന്ത്രി ഉത്തരവായി.

തീരുമാനിക്കേണ്ട സംഗതി

സർക്കാർ ജീവനക്കാർക്ക് 11-ാം ശമ്പള പരിഷ്കരണം അനുവദിച്ചതു പോലെ, കേരള ഖാദി ഗ്രാമവ്യവസായ ബോർഡിലെ ജീവനക്കാർക്കും ശമ്പളവും മറ്റാനുകൂല്യങ്ങളും ചുവടെ ചേർക്കും പ്രകാരം പരിഷ്കരിച്ചു കൊണ്ട് ഉത്തരവ് പുറപ്പെടുവിക്കാമോ?

1. ധനകാര്യ വകുപ്പ് നിർദ്ദേശിച്ചതു പോലെ ഈ കുറിപ്പിലെ 5-ാം ഖണ്ഡികയിൽ പ്രതിപാദിച്ചിട്ടുള്ള രീതിയിൽ, കേരള ഖാദി ഗ്രാമവ്യവസായ ബോർഡിലെ ജീവനക്കാരുടെ ശമ്പളവും മറ്റാനുകൂല്യങ്ങളും 01.07.2019 തീയതി പ്രാബല്യത്തിൽ പരിഷ്കരിച്ച് 11-ാം ശമ്പള പരിഷ്കരണം നടപ്പിലാക്കി ഉത്തരവാകുന്നതാണ്.
2. ധനകാര്യ വകുപ്പ് നിർദ്ദേശിച്ചതിൽ നിന്നും വിഭിന്നമായി കേരള ഖാദി ഗ്രാമവ്യവസായ ബോർഡിലെ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണ കുടിശ്ശിക നോഷണലായി അനുവദിക്കുന്നതിനു പകരം സർക്കാർ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണ കുടിശ്ശിക 4 തവണകളായി പ്രൊവിഡന്റ് ഫണ്ടിൽ ലയിപ്പിച്ചതു പോലെ, ഖാദി ബോർഡിനും നാലു തവണകളായി പ്രൊവിഡന്റ് ഫണ്ടിൽ ലയിപ്പിക്കുന്നതിനു അനുമതി നൽകി ഉത്തരവാകാവുന്നതാണ്.