



GOVERNMENT OF KERALA

Abstract

Labour and Skills Department – Establishment – Industrial Tribunals - Revision of Pay and Allowances of Presiding Officers in tune with the Judicial Officers of Subordinate Judiciary– Orders issued.

Labour & Skills (G) Department

G.O.(Ms)No.7/2025/LBR Dated,Thiruvananthapuram, 24-02-2025

Read:-

- 1) G.O(Ms)No.265/2022/HOME dated 22.12.2022
- 2) G.O(Rt) No.1575/2023/Home dated:14.06.2023
- 3) GO(Rt)No.1068/2023/HOME dated: 24.04.2023
- 4) GO(P)No.15/2024/Fin dated 11.03.2024,
- 5) GO(P)No.36/2024/Fin dated 08.05.2024
- 6) GO(P)No. 96/2024/Fin dated 11.11.2024
- 7) G.O (Ms)No.66/2024/Home dated:14.06.2023.
- 8) Representation dated 28.08.2022 from the Presiding Officers, Industrial Tribunals

O R D E R

Government are pleased to revise the Pay and Allowances of the Presiding Officers of Industrial Tribunals in the state in tune with the Judicial Officers of Subordinate Judiciary as detailed below.

2) The pay of Presiding Officers of Industrial Tribunals is revised w.e.f 01.01.2016 in tune with the Government Order read in 1st paper above under the conditions mentioned below:

Category	Pre - Revised Pay Scale	Revised Pay Scale
Presiding Officers of Industrial Tribunals	51550 - 63070	J-5 of the pay matrix included in para 3 of Government Orders read in 1 st paper above

		(144840 - 194660)
Selection Grade	57700-70290	J-6 of the pay matrix included in para 3 of Government Orders read in 1 st paper above (163030 - 219090)

Conditions

1. The Industrial Tribunals of the State should come over to the revised pay on 01.01.2016 itself. There shall be no option facility for pay revision.

2. Arrears

As per the Government Orders read in 2nd paper above, orders were issued to disburse the pay revision arrears to all serving Judicial Officers in one installment (100%). Hence the pay revision arrears of Industrial Tribunals shall be granted on the same line as ordered in same order

3. Fixation of pay in pay revision :

New pay in the pay matrix shall be arrived at by multiplying the existing pay as on 01.01.2016 with a multiplication factor of 2.81.

The existing pay as on 01.01.2016 includes the normal annual increment accrued in the existing scale, if any, on that date. The amount of Interim Relief will not form a part of the existing pay on 01.01.2016 for the purpose of fixation of pay in pay revision.

The figure so arrived is to be located in the pay matrix at the level applicable to the officer. Where there is an identical figure available in the pay matrix at the corresponding stage of the relevant level, the new revised pay shall be fixed at that stage. Where there is no identical figure available in the Pay Matrix at

the corresponding stage, the new revised pay has to be fixed at the very next higher stage in that level in the pay matrix. Wherein allowing the benefit of next increment as above, if it is found that the pay of the senior is lower than the pay of his junior, the pay of the senior shall be stepped up to the same stage as that of the junior.

4. Rate of increment: Increment rate is 3% of the basic pay. The figure in each cell in a particular level in the pay matrix is constructed by adding this increment rate.

5. Date of Increment: The next increment of the Industrial Tribunal in the revised pay structure shall be on the date on which he would have drawn his next increment if he had continued in the existing scale of pay.

6. DA in the revised pay will be as sanctioned as per the orders read as papers from 3rd to 6th above as follows

DA%	Date of effect
0	01.01.2016
2	01.07.2016
4	01.01.2017
5	01.07.2017
7	01.01.2018
9	01.07.2018
12	01.01.2019
17	01.07.2019
31	01.07.2021
34	01.01.2022
38	01.07.2022
42	01.01.2023
46	01.07.2023
50	01.01.2024
53	01.07.2024

7. Fixation of pay on promotion:

The procedure for fixation of pay on promotion on or after 01.01.2016 will be as follows:

- Identify the level and the basic pay in the pay matrix on the date of promotion.
- Add one increment and find out the pay just below the cell in that level itself in the pay matrix.
- The figure so arrived at or the next higher closest figure in the level to which the incumbent is promoted will be the new pay on promotion.

8. The allowances and other perks admissible to the Industrial Tribunals (except Dearness Allowance, CCA) shall be in accordance with the orders in the Government Order read as 7th paper above.

(By order of the Governor)

Dr Vasuki K I A S

SECRETARY

To:

The Presiding Officers, All Industrial Tribunals in the State

The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.

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

G.A. (SC) Department (vide item no 2726, dated 19.02.2025)

The Finance(Labour)Department (vide U.O (f) No. 2356522/LBR-1/47/2023-FIN, dated 23.12.2024)

SF/OC.

Forwarded /By order

Signed by

Kavitha I

Date: 24-02-2025 11:49:42



രഹസ്യം

കേരള സർക്കാർ
മന്ത്രിസഭായോഗത്തിന്റെ നടപടിക്കുറിപ്പുകൾ

തീയതി : 19-02-2025

ഫയൽ നം. ജി3/200/2020-തൊഴിൽ.

ഇനം നം: 2726

വിഷയം : തൊഴിലും നൈപുണ്യവും വകുപ്പ് - വ്യാവസായിക ശ്രീബുദ്ധൻ - പ്രിസൈഡിംഗ് ഓഫീസർമാരുടെ ശമ്പളവും അലവൻസുകളും ജൂഡീഷ്യൽ ഓഫീസർമാരുടേതിന് സമാനമായി പരിഷ്കരിക്കുന്നത്.

തീരുമാനം : കുറിപ്പിലെ നിർദ്ദേശം അംഗീകരിച്ചു.

(ഒപ്പ്)
പിണറായി വിജയൻ
മുഖ്യമന്ത്രി
(ശരിപ്പകർപ്പ്)

faceadaly

ശാരദ മുരളീധരൻ
ചീഫ് സെക്രട്ടറി

സെക്രട്ടറി, തൊഴിലും നൈപുണ്യവും വകുപ്പ്.

GOVERNMENT OF KERALA
(Shri. Pinarayi Vijayan Ministry)
Note for the Council of Ministers

- 1 File No. : G3/200/2020 -LBRD
- 2 Department Labour & Skills(G) Department
- 3 Subject Labour and Skills Department – Industrial Tribunals – Revision of Pay and Allowances of Presiding Officers in tune with the Judicial Officers of Subordinate Judiciary -Reg
- 4 Date of Chief Minister's order for placing : 01.02.2025
before the council
- 5 (i) Does the case involve financial : Yes
commitments/ implications
- (ii) if the answer to the above is in the : Yes
affirmative, whether Finance :
Department has been consulted
and their remarks incorporated in the
Council Note
- 6 Are any other departments concerned with : No
the case and if so, have they been consulted
and their remarks incorporated in the Note
for the Council?
- 7 Name of Additional Secretary who submitted : Smt. Preetha B.
the Draft Note
- 8 Name of Secretary who approved the draft : Dr. Vasuki K.
Note
- 9 Date of approval of the Draft Note for the : 06.02.2025
Council by the Secretary
- 10 Name of Chief Secretary who approved the : Smt. Sarada Muraleedharan
Draft Note.
- 11 Date of approval of the Draft Note for the : 10.02.2025
Council by the Chief Secretary
- 12 Name of Minister who approved the Draft : Sri. V. Sivankutty
Note
- 13 Date of approval of the Draft Note for the : 10.02.2025
Council by the Minister
- 14 Date of submission of fair copies : 11.02.2025
- 15 Date of decision by the Council of Ministers :
- 16 Number and date of the G.O/ letter :
communicating the decision.

Note for Council of Ministers

This note is regarding the revision of pay and allowances of Presiding Officers of Industrial Tribunals in the State in tune with the Judicial Officers of Subordinate Judiciary

2) The Presiding Officers of Industrial Tribunals have submitted a proposal for revising their Pay and Allowances in accordance with that of the Judicial Officers on the basis of the recommendations of National Judicial Pay Commission.

3) When the file was forwarded to Finance Department for concurrence, that department has rendered the following remarks:-

AD is informed as follows:

The pay of Presiding Officers of Industrial Tribunals may be revised w.e.f 01.01.2016 in tune with G.O(Ms)No.265/2022/HOME dated 22.12.2022 under the conditions mentioned below:

Category	Pre - Revised Pay Scale	Revised Pay Scale
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3. Fixation of pay in pay revision :

New pay in the pay matrix may be arrived at by multiplying the existing pay as on 01.01.2016 with a multiplication factor of 2.81.

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6. DA in the revised pay will be as sanctioned as per GO(Rt)No.1068/2023/HOME dated: 24.04.2023, GO(P)No.15/2024/Fin dated 11.03.2024, GO(P)No.36/2024/Fin dated 08.05.2024 and GO(P)No. 96/2024/Fin dated 11.11.2024 as follows:

DA%	Date of effect
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8. The allowances and other perks admissible to the Industrial Tribunals (except Dearness Allowance, CCA) shall be in accordance with the orders in G.O (Ms)No.66/2024/Home dated:14.06.2023.

AD is also requested to give specific direction to Accountant General not to issue revised payslip to any officers without the Govt order allowing revised pay and allowances to the officers/employees of an institution /office.

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

4) The Hon'ble Chief Minister has ordered to place the matter before the Council of Ministers.

Point for Decision

Whether the pay and allowances of the Presiding Officers of Industrial Tribunals in the State may be revised as per the conditions suggested by Finance Department in tune with that of the Judicial Officers of Subordinate Judiciary