



**GOVERNMENT OF KERALA**

**Abstract**

Industries Department- Malabar Cements Ltd - Implementation of the Long Term Agreement for the pay revision of the non managerial category of employees of Malabar Cements Ltd, with effect from 01.04.2022 - Sanction accorded- Orders issued.

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**INDUSTRIES (H) DEPARTMENT**

G.O.(Ms)No.25/2026/ID Dated,Thiruvananthapuram, 07-03-2026

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Read 1. G.O(Rt)No.930/2024/ID dated 25.09.2024  
 2. Letter Nos.MCL/SAL-NM/2022 dated 12.07.2023, PA-1/AD-13/2025/1818 dated 3.09.2025 from the Managing Director, Malabar Cements Ltd.

**ORDER**

As per the letter read as the 2<sup>nd</sup> paper above, the Managing Director, Malabar Cements Ltd., has furnished a proposal to move away from the Cement Wage Board settlement and to implement a pay structure for the non-managerial category employees as Long Term Agreement, with effect from 01.04.2022, with the approval of the Board of Directors of the company.

2. Government have examined the matter in detail and are pleased to accord sanction for the implementation of the Long Term Agreement for the pay revision of the Non-Managerial Employees of Malabar Cements Limited (MCL) for a period of 5 years from 01-04-2022, as follows.

**A.EXISTING & REVISED SCALE OF PAY**

Sl. no.	Grade	Existing pay scale	Revised Scale of Pay
1.	E	6360-60-7560	17900-500-20400-550-22600-600-26200-650-28800-700-33000-800-39400

2.	D	6373-70.50-7783	18900-500-20400-550-22600-600-26200-650-28800-700-33000-800-39400-950-41300
3.	TC	6385-77.50-7935	20400-550-22600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-49350
4.	C	6399-84.50-8089	22050-550-22600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850
5.	I	6400-88-8160	23800-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850
6.	II	6420-102-8460	25600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850-1300-57450
7.	B	6430-102-8470	26850-650-28800-700-33000-800-39400-950-46050-1100-54850-1300-58750
8.	III	6440-116-8760	28800-700-33000-800-39400-950-46050-1100-54850-1300-61350
9.	IV	6465-130-9065	30200-700-33000-800-39400-950-46050-1100-54850-1300-62650
10.	A	6470-144-9370	31600-700-33000-800-39400-950-46050-1100-54850-1300-63950
11.	V	6515-158-9675	33000-800-39400-950-46050-1100-54850-1300-63950-1500-65450
12.	VI	6540-172-9980	34600-800-39400-950-46050-1100-54850-1300-63950-1500-66950

13.	VII	6540-172-99 80	37000-800-39400-950-46050-1100-54850-1300-6 3950-1500-69950
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### MASTER SCALE:

17900-500-20400-550-22600-600-26200-650-28800-700-33000-800-39400-950-460  
50-1100-54850-1300-63950-1500-69950.

### **B. DEARNESS ALLOWANCE:**

Employees shall be allowed Dearness allowance based on the Consumer Price Index (Base 2011-12 series) (applicable to the district in which the company is situated) issued by Department of Economic and statistics, Government of Kerala.

The DA shall be calculated on half yearly basis (April & October), considering the average Consumer Price Index (VDA) for the preceding 6 months applicable to the Palakkad District commencing from October 2022. DA will be calculated in the months of April and October every year. First decimal point exceeding 5 and above will be rounded off to the next whole number. For example, if the index number is 175.52 it will be rounded off to 176.

DA for April to September 2022 will be zero as entire DA has been merged. In future DA will be allowed @ Rs.115/- for each average point increase above **175 points** applicable to Palakkad district.

### **C. Fitment and service weightage**

- Fitment benefit @ 10% of basic pay, subject to a minimum of Rs.2000/-.
- Service weightage @ 0.5% of basic pay for every completed years of service subject to a maximum of 30 years.
- The total of Fitment benefit + Service weightage should be limited to 6000/-

### **D. Rules for fixation**

- The revised scales of pay will come into effect from 01-04-2022.
- The existing scales of pay for the purpose of these rules are those existed as on 31.03.2022
- The existing emoluments to be reckoned for the purpose of fixation of pay in the revised scales shall be the total of;
  - The basic pay in the existing scale as on 01-04-2022, including increments, if any, accrued on the date.
  - Existing Special Allowance I

- c) The existing Dearness Allowance (FDA+VDA+DA) as on 01.04.2022  
 d ) 10% of basic as on 31.03.2022 as fitment, subject to a minimum of Rs. 2000/-

+

An amount equal to 0.5 % of basic pay for each completed years of service subject to a maximum of 30 years. Service for the purpose of this rule means regular service in MCL.

**(Maximum amount admissible as fitment+ Weightage is subject to the limit of Rs.6000)**

(iv) The sum of items (a) to (d) shall be stepped up to the next stage in the revised scale. If the sum is below the minimum of the revised scale, pay will be fixed at the minimum of the revised scale.

(v) if the amount arrived at by adding items (a) to (d) is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum of the scale of pay and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will count for all purposes, viz., fixation of pay, calculation of allowances including dearness allowance. However, by adding personal pay, the pay shall not exceed the maximum of master scale.

vi. Workmen who have joined service of the company on or after 01.04.2022 will be deemed to have been appointed in the minimum of the revised scale of pay.

vii. Pay of all workmen in the service of the company as on 01.04.2022 would be revised without option facility.

viii. Existing allowances/perks cannot be taken for fixation of pay.

ix. Illustration for fixation of pay of an employee who have completed 10 years of service in the Company as on 01/04/2022 is arrived as follows:

Sl.no	Particulars(On pro-rata basis)	Amount
1	Existing basic pay	7484
2	VDA	0
	FDA	17,792
	DA	429.95
	Spl. Allowance I	1115
3	Fitment benefit (10% of basic pay)	2000
4	Service weightage @ 0.5% of basic pay for 10 years of service	374.2
5	<b>Total</b>	29195.2
	<b>Revised Basic Pav</b>	<b>29500</b>

VDA as on 01.04.2022	0
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### **E. Annual Increment:-**

The date of annual increment last drawn in the pre-revised scale will not undergo any change on the implementation of the New Wage Structure. The present system of bunching of annual increment for January and July will be discontinued from April 2022. In future, date of annual increment may undergo change based on the date of joining/promotion with grade change as the case may be.

Those who reached the maximum of this respective scale of pay will draw stagnation increment as given below.

### **F. STAGNATION INCREMENT**

Workmen reached the maximum of the scale of pay will be granted stagnation increment at the rate of the annual increment last drawn by them in their scale of pay subject to a maximum of five, of which first four will be annual and fifth one biennial. However, stagnation increment will not be granted in excess of the maximum of master scale.

### **G. Allowances**

Periodical allowance may be discontinued with. Other existing allowances may continue to be given observing the existing rules, as given below.

1	Education Allowance	3900
2	Conveyance Allowances	4525
3	Leave Travel Allowances	2010
4	Special Allowance-II	215
5	Washing Allowances	70
	<b>Total Allowances</b>	<b>10720</b>

### **H. HRA:**

House Rent Allowance will be allowed at the rate of 10% of revised basic pay subject to a minimum of Rs.1,000/- and a maximum of Rs.3000/- per month. Those who are availing family accommodation provided by the Company are not eligible for HRA.

### **I. FRINGE BENEFITS:**

**i. Night Shift allowances (10 PM to 06 AM):** The Company is functioning round the clock in three shifts. About 15% of the plant workforce needs to attend night shifts.

Presently Night Allowance provided by the Wage Board is Rs.1/- per shift which was introduced during 1989, which is revised to Rs.75/- per shift.

**ii. Acting allowances:-** Whenever, there is shortage of manpower, in order to ensure uninterrupted functioning, workmen are being deployed to perform duties of higher grade for which they are eligible for acting allowance.

The existing acting allowance is being paid as Rs.11/- per day for the duty performed and the same is revised to Rs.20/- for the days so performed.

**iii. Heat Allowance:** Those employees who are working with high temperature area like kiln will be allowed heat allowance.

The existing Heat allowance provided to the employees is Rs.1/- per day for the duty performed and the same is revised as Rs.25/- per day.

**iv. Heavy Duty Allowance:** Those who are operating heavy machineries are allowed heavy duty allowance. The existing Heavy Duty allowances is Rs.26/- per month and the same is revised as Rs.30/- per month.

#### **J) General Conditions**

1. The wage revision would be effective from 01.04.2022 for a period of five years. The revised rate of allowances except DA will take effect from the 1<sup>st</sup> day of the month in which the pay revision order is issued.
2. The matter of payment of pay revision arrears will be decided by the Government later.
3. Pay revision is applicable only to those workers who are in the regular service of the MCL and working against the sanctioned posts. Casual/Contract/daily waged workers are not eligible for this revision.for
4. Stepping up of the scales of pay of any category will not be allowed under any circumstances.
5. The workers of MCL are not eligible for any benefits other than those mentioned above.
6. The terms and conditions of service of workers in MCL, including pay, allowances, leave, promotion and retirement age, should not be altered without prior Government sanction.
7. At the time of urgency contract/daily waged employees must be selected from employment exchange/ KPESRB.

8. Upgradation/creation/re-designation of posts (whether full time, part time, temporary, contract or daily waged) will not be allowed without prior Government sanction.
9. No person shall be appointed (whether full time, part time, temporary and contract, daily wages or Deputation) without a post created validly through a Government Order.
10. Posts lying vacant, i.e, not occupied by any method of appointment such as regular/contract/daily wage etc. or by charge arrangement, for more than one year will be treated as abolished as per G.O(P)No.1208/2001/Fin dated 22/11/2001.
11. Daily waged workers must be selected only for a limited period of 179 days. Casual/Contract/Daily waged workers should not be posted permanently. Circular No.55/2022/FIN, dated 08/07/2022 should be strictly followed.
12. Status quo in Malabar Cements Ltd. will be maintained in the case of employers contribution to EPF.
13. Interim relief granted will be recouped from the pay revision arrears.
14. G-SPARK /similar system must be implemented in MCL within a year.
15. The additional financial commitment on account of this pay revision should be met by the company from its internal resources. Government will not extend any assistance in this regard.
16. Employees who joined service after the effective date of pay revision will be considered as appointed in the revised pay and their pay will be fixed at the minimum of the scale of pay applicable.
17. Personal pay may be given subject to the condition that maximum basic pay after adding personal pay shall not exceed maximum of the Master scale.
18. All the conditions mentioned above should be followed scrupulously while implementing the pay revision. The Managing Director, MCL and the concerned officers will be held personally responsible for any kind of discrepancies in implementing this order & if any violation occurs Government will take stringent action against the delinquents.

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

To:

The Managing Director, Malabar Cements Limited, Walayar,  
Palakkad

The Executive Chairman, Board for Public Sector Transformation,  
Thiruvananthapuram

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

The General Administration (SC) Department  
(vide item No..... dated .....

The Planning & Economic Affairs Department (Vide U.O(f)No.  
PLGEA-BPE1/84/2017-PLGEA dated 17.02.2026.

The Finance Department (Vide U.O (f)No.No:  
622111/PU-D3/163/2017-Fin dated 6.11.2025.

Information & Public Relations (Web & New Media) Department  
Stock file/ Office Copy.

Forwarded /By order

Signed by

Vinitha V R

Section Officer  
Date: 09-03-2026 13:13:02



രഹസ്യം

**കേരള സർക്കാർ**  
**മന്ത്രിസഭായോഗത്തിന്റെ നടപടിക്കുറിപ്പുകൾ**

തീയതി : 02-03-2026

ഫയൽ നം. വ്യവ-എച്ച്2/26/2023/വ്യവ.

ഇനം നം: 3788

വിഷയം : വ്യവസായ വകുപ്പ് - മലബാർ സിമന്റ്സ് ലിമിറ്റഡിലെ നോൺ മാനേജീരിയൽ ജീവനക്കാരുടെ 01.04.2022 മുതലുള്ള ശമ്പള പരിഷ്കരണം നടപ്പിലാക്കുന്നത്.

തീരുമാനം : കുറിപ്പിലെ നിർദ്ദേശം അംഗീകരിച്ചു.

(ഒപ്പ്)  
പിണറായി വിജയൻ  
മുഖ്യമന്ത്രി  
(ശരിപ്പകർപ്പ്)

  
ഡോ. എ. ജയതിലക്  
ചീഫ് സെക്രട്ടറി

അഡീഷണൽ ചീഫ് സെക്രട്ടറി, വ്യവസായ വകുപ്പ്.

  
4/3/26

**APM MOHAMMED HANISH IAS**  
Additional Chief Secretary  
Industries, External Co-Operation &  
Revenue (WAQF) Department  
Govt. Secretariat, Thiruvananthapuram

  
4/3/26

**GOVERNMENT OF KERALA**  
**(PINARAYI VIJAYAN MINISTRY)**  
**NOTE FOR THE COUNCIL OF MINISTERS**

- 1 File No. : IND-H2/26/2023/ID
- 2 Department : Industries (H) Department
- 3 Subject : The Implimentation of the wage revision for non managerial employees of Malabar Cements Limited, with effect from 01/04/2022 - reg
- 4 Date of Chief Minister's order for placing before: 22.02.2026  
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 the Yes, Planning & Economic Affairs Department  
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. M.A. Rajeeva Beegum  
the Draft Note.
- 8 Name of Additional Chief Secretary who: Sri. A.P.M Mohammed Hanish  
approved the Draft Note.
- 9 Date of approval of the Draft Note for the: 24/02/2026  
Council by the Additional Chief Secretary
- 10 Name of Chief Secretary who approved the: Dr.A.Jayathilak  
Draft Note
- 11 Date of approval of the Draft Note for the: 24/02/2026  
Council by the Chief Secretary
- 12 Name of Minister who approved the Draft Note : Sri. P. Rajeeve
- 13 Date of approval of the Draft Note for the: 25/02/2026  
Council by the Minister
- 14 Date of submission of fair copies : 26/02/2026
- 15 Date of decision by the Council of Ministers
- 16 Number and date of the G.O./letter  
communicating the decision.

## Notes for the Council of Ministers

This note pertains to the implementation of the pay revision for the non-managerial category of employees of Malabar Cements Limited, with effect from 01.04.2022.

2. The wage structure of the non-managerial category of employees of Malabar Cements Limited is presently governed by the National Wage Board agreements entered into between the Cement Manufacturers' Association and the Central Trade Unions. As the benefits under the wage structure based on the Cement Wage Board model are comparatively very low when compared with those of other Public Sector Undertakings in Kerala, the company has requested that the existing system be replaced with a long-term wage settlement model similar to that followed in other Public Sector Undertakings.

3. The proposal of Malabar Cements Limited to move away from the Cement Wage Board settlement and to implement, a pay structure for the non-managerial category of employees, with effect from 01.04.2022, on par with that followed in other Public Sector Undertakings in the State was approved by the Public Enterprises Board in its meeting held on 09.07.2021.

4. The Managing Director of Malabar Cements Limited has submitted the proposal for wage revision of Non Managerial Cadre employees of the company to the Government, with the approval of the Board of Directors.

5. The Planning and Economic Affairs Department offered the following remarks in the matter.

*"Administrative Department is informed that this department recommends the LTA proposal for the wage revision of Non-Managerial Employees (Workmen) of Malabar Cements Limited".*

6. The Finance Department offered the following remarks in the matter.

*Finance' agrees to revise the pay structure for the Non-Managerial Employees of Malabar Cements Limited (MCL) for a period of 5 years from 01-04-2022 as Long Term Agreement in the manner applicable to the Public Sector Undertakings from the existing Cement Wage Board System as follows:*

### A.EXISTING & REVISED SCALE OF PAY

Sl.	Grade	Existing n	Revised Scale of Pay
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no.	de	ay scale	
1.	E	6360-60-7 560	17900-500-20400-550-22600-600-26200-650-28800-700-33 000-800-39400
2.	D	6373-70.50 -7783	18900-500-20400-550-22600-600-26200-650-28800-700-33 000-800-39400-950-41300
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5.	I	6400-88-8 160	23800-600-26200-650-28800-700-33000-800-39400-950-46 050-1100-54850
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**MASTER SCALE:**

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**B. DEARNESS ALLOWANCE:**

Employees shall be allowed Dearness allowance based on the Consumer Price Index (Base 2011-12 series) (applicable to the district in which the company is situated)

issued by Department of Economic and statistics, Government of Kerala.

The DA shall be calculated on half yearly basis (April & October), considering the average Consumer Price Index (VDA) for the preceding 6 months applicable to the Palakkad District commencing from October 2022. DA will be calculated in the months of April and October every year. First decimal point exceeding 5 and above will be rounded off to the next whole number. For example, if the index number is 175.52 it will be rounded off to 176.

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**C. Fitment and service weightage**

- a. Fitment benefit @ 10% of basic pay, subject to a minimum of Rs.2000/-.
- b. Service weightage @ 0.5% of basic pay for every completed years of service subject to a maximum of 30 years.
- c. The total of Fitment benefit + Service weightage should be limited to 6000/-.

**D. Rules for fixation**

- (i) The revised scales of pay will come into effect from 01-04-2022.
- (ii) The existing scales of pay for the purpose of these rules are those existed as on 31.03.2022
- (iii) The existing emoluments to be reckoned for the purpose of fixation of pay in the revised scales shall be the total of;
  - (a) The basic pay in the existing scale as on 01-04-2022., including increments, if any, accrued on the date.
  - (b) Existing Special Allowance I
  - (c) The existing Dearness Allowance (FDA+VDA+DA) as on 01.04.2022
  - d ) 10% of basic as on 31.03.2022 as fitment, subject to a minimum of Rs. 2000/-

+

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**(Maximum amount admissible as fitment+ Weightage is subject to the limit of Rs.6000)**

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

10. Posts lying vacant, i.e. not occupied by any method of appointment such as regular/contract/daily wage etc. or by charge arrangement, for more than one year will be treated as abolished as per G.O(P)No.1208/2001/Fin dated 22/11/2001.

11. Daily waged workers must be selected only for a limited period of 179 days. Casual/Contract/Daily waged workers should not be posted permanently. Circular No.55/2022/FIN, dated 08/07/2022 should be strictly followed.

12. The maximum employer's contribution to EPF, if any, will be 12% of Rs.15000/- (i.e., the maximum employer contribution will be limited to Rs. 1800/-).

13. Interim relief granted will be recouped from the pay revision arrears.

14. G-SPARK /similar system must be implemented in MCL within a year.

15. The additional financial commitment on account of this pay revision should be met by the company from its internal resources. Government will not extend any assistance in this regard.

16. Employees who joined service after the effective date of pay revision will be considered as appointed in the revised pay and their pay will be fixed at the minimum of the scale of pay applicable.

17. Personal pay may be given subject to the condition that maximum basic pay after adding personal pay shall not exceed maximum of the Master scale.

18. All the conditions mentioned above should be followed scrupulously while implementing the pay revision. The Managing Director, MCL and the concerned officers will be held personally responsible for any kind of discrepancies in

implementing this order & if any violation occurs Government will take stringent action against the delinquents.

19. The Administrative Department is requested to place the above mentioned wage revision before the Cabinet and forward the Draft GO to Finance Department for vetting.

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

7. The Public Enterprises Board (PEB) meeting approved the implementation of the wage revision for the non-managerial employees of Malabar Cements Limited with effect from 01.04.2022, subject to the conditions approved by the Finance Department.

8. As the condition at serial number (12), suggested by the Finance Department regarding the fixation of the employer's share of EPF contributions of employees, has been decided to be examined separately in accordance with the general policy of the Government, it was proposed to implement the pay revision for the non-managerial employees of Malabar Cements Limited with effect from 01.04.2022, excluding the said condition and subject to the continuance of the existing status quo in the company, as recommended the Public Enterprises Board and the file was circulated to the Hon'ble Chief Minister for orders. The Hon'ble Chief Minister has ordered to place the matter before the Council of Ministers for consideration.

#### **POINT FOR DECISION**

Whether the LTA for the pay revision of the non-managerial category employees of Malabar Cements Limited may be implemented with effect from 01.04.2022 as in Annexure 1, as approved by the Finance Department and Public Enterprises Board in all other matters except employer's contribution to EPF and subject to maintenance of status quo in the company in the case of employer's contribution to EPF, in accordance with the general policy of the Government, as agreed by Public Enterprises Board and by overruling the remarks of Finance Department in the matter?

Annexure -I

#### **A.EXISTING & REVISED SCALE OF PAY**

Sl. no.	Grade	Existing pay scale	Revised Scale of Pay
2.	E	6360-60-7560	17900-500-20400-550-22600-600-26200-650-28800-700-33000-800-39400
2.	D	6373-70.50-7783	18900-500-20400-550-22600-600-26200-650-28800-700-33000-800-39400-950-41300
3.	TC	6385-77.50-7935	20400-550-22600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-49350
4.	C	6399-84.50-8089	22050-550-22600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850
5.	I	6400-88-8160	23800-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850
6.	II	6420-102-8460	25600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850-1300-57450
7.	B	6430-102-8470	26850-650-28800-700-33000-800-39400-950-46050-1100-54850-1300-58750
8.	III	6440-116-8760	28800-700-33000-800-39400-950-46050-1100-54850-1300-58750-1500-61350
9.	IV	6465-130-9065	30200-700-33000-800-39400-950-46050-1100-54850-1300-58750-1500-62650
10.	A	6470-144-9370	31600-700-33000-800-39400-950-46050-1100-54850-1300-58750-1500-63950
11.	V	6515-158-9675	33000-800-39400-950-46050-1100-54850-1300-63950-1500-65450
12.	VI	6540-172-9980	34600-800-39400-950-1100-54850-1300-63950-1500-66950
13.	VII	6540-172-9980	37000-800-39400-950-46050-1100-54850-1300-63950-1500-69950

**MASTER SCALE:**

17900-500-20400-550-22600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850-1300-63950-1500-69950.

**B. DEARNESS ALLOWANCE:**

Employees shall be allowed Dearness allowance based on the Consumer Price Index (Base 2011-12 series) (applicable to the district in which the company is situated) issued by Department of Economic and statistics, Government of Kerala.

The DA shall be calculated on half yearly basis (April & October), considering the average Consumer Price Index (VDA) for the preceding 6 months applicable to the Palakkad District commencing from October 2022. DA will be calculated in the months of April and October every year. First decimal point exceeding 5 and above will be rounded off to the next whole number. For example, if the index number is 175.52 it will be rounded off to 176.

DA for April to September 2022 will be zero as entire DA has been merged. In future DA will be allowed @ Rs.115/- for each average point increase above 175 points applicable to Palakkad district.

**C. Fitment and service weightage**

- a. Fitment benefit @ 10% of basic pay, subject to a minimum of Rs.2000/-.
- b. Service weightage @ 0.5% of basic pay for every completed years of service subject to a maximum of 30 years.
- c. The total of Fitment benefit + Service weightage should be limited to 6000/-

**D. Rules for fixation**

- (i) The revised scales of pay will come into effect from 01-04-2022.
- (ii) The existing scales of pay for the purpose of these rules are those existed as on 31.03.2022
- (iii) The existing emoluments to be reckoned for the purpose of fixation of pay in the revised scales shall be the total of;
  - (a) The basic pay in the existing scale as on 01-04-2022., including increments, if any, accrued on the date.
  - (b) Existing Special Allowance I
  - (c) The existing Dearness Allowance (FDA+VDA+DA) as on 01.04.2022
  - d ) 10% of basic as on 31.03.2022 as fitment, subject to a minimum of Rs. 2000/-

+

An amount equal to 0.5 % of basic pay for each completed years of service subject to a maximum of 30 years. Service for the purpose of this rule means

regular service in MCL.

**(Maximum amount admissible as fitment+ Weightage is subject to the limit of Rs.6000)**

(iv) The sum of items (a) to (d) shall be stepped up to the next stage in the revised scale. If the sum is below the minimum of the revised scale, pay will be fixed at the minimum of the revised scale.

(v) if the amount arrived at by adding items (a) to (d) is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum of the scale of pay and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will count for all purposes, viz., fixation of pay, calculation of allowances including dearness allowance. However, by adding personal pay, the pay shall not exceed the maximum of master scale.

vi. Workmen who have joined service of the company on or after 01.04.2022 will be deemed to have been appointed in the minimum of the revised scale of pay.

vii. Pay of all workmen in the service of the company as on 01.04.2022 would be revised without option facility.

viii. Existing allowances/perks cannot be taken for fixation of pay.

ix. Illustration for fixation of pay of an employee who have completed 10 years of service in the Company as on 01/04/2022 is arrived as follows:

Sl.no	Particulars(On pro-rata basis)	Amount
1	Existing basic pay	7484
2	VDA	0
	FDA	17,792
	DA	429.95
	Spl. Allowance I	1115
3	Fitment benefit (10% of basic pay)	2000
4	Service weightage @ 0.5% of basic pay for 10 years of service	374.2
5	<b>Total</b>	<b>29195.2</b>
	<b>Revised Basic Pay</b>	<b>29500</b>
	<b>VDA as on 01.04.2022</b>	<b>0</b>

**E. Annual Increment:-**

The date of annual increment last drawn in the pre-revised scale will not

undergo any change on the implementation of the New Wage Structure. The present system of bunching of annual increment for January and July will be discontinued from April 2022. In future, date of annual increment may undergo change based on the date of joining/promotion with grade change as the case may be.

Those who reached the maximum of this respective scale of pay will draw stagnation increment as given below.

#### **F. STAGNATION INCREMENT**

Workmen reached the maximum of the scale of pay will be granted stagnation increment at the rate of the annual increment last drawn by them in their scale of pay subject to a maximum of five, of which first four will be annual and fifth one biennial. However, stagnation increment will not be granted in excess of the maximum of master scale.

#### **G. Allowances**

Periodical allowance may be discontinued with. Other existing allowances may continue to be given observing the existing rules, as given below.

1	Education Allowance	3900
2	Conveyance Allowances	4525
3	Leave Travel Allowances	2010
4	Special Allowance-II	215
5	Washing Allowances	70
	<b>Total Allowances</b>	<b>10720</b>

#### **H. HRA:**

House Rent Allowance will be allowed at the rate of 10% of revised basic pay subject to a minimum of Rs.1,000/- and a maximum of Rs.3000/- per month. Those who are availing family accommodation provided by the Company are not eligible for HRA.

## **FRINGEBENEFITS:**

i. **Night Shift allowances (10 PM to 06 AM):** The Company is functioning round the clock in three shifts. About 15% of the plant workforce needs to attend night shifts.

Presently Night Allowance provided by the Wage Board is Rs.1/- per shift which was introduced during 1989, which is revised to Rs.75/- per shift.

ii. **Acting allowances:-** Whenever, there is shortage of manpower, in order to ensure uninterrupted functioning, workmen are being deployed to perform duties of higher grade for which they are eligible for acting allowance.

The existing acting allowance is being paid as Rs.11/- per day for the duty performed and the same is revised to Rs.20/- for the days so performed.

iii. **Heat Allowance:** Those employees who are working with high temperature area like kiln will be allowed heat allowance.

The existing Heat allowance provided to the employees is Rs.1/- per day for the duty performed and the same is revised as Rs.25/- per day.

iv. **Heavy Duty Allowance:** Those who are operating heavy machineries are allowed heavy duty allowance. The existing Heavy Duty allowances is Rs.26/- per month and the same is revised as Rs.30/- per month.

## **J) General Conditions**

1. The wage revision would be effective from 01.04.2022 for a period of five years. The revised rate of allowances except DA will take effect from the 1st day of the month in which the pay revision order is issued.

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

3. Pay revision is applicable only to those workers who are in the regular service of the MCL and working against the sanctioned posts. Casual/Contract/daily waged workers are not eligible for this revision.

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

any circumstances.

5. The workers of MCL are not eligible for any benefits other than those mentioned above.
6. The terms and conditions of service of workers in MCL, including pay, allowances, leave, promotion and retirement age, should not be altered without prior Government sanction.
7. At the time of urgency contract/daily waged employees must be selected from employment exchange/KPESRB.
8. Upgradation/creation/re-designation of posts (whether full time, part time, temporary, contract or daily waged) will not be allowed without prior Government sanction.
9. No person shall be appointed (whether full time, part time, temporary and contract, daily wages or Deputation) without a post created validly through a Government Order.
10. Posts lying vacant, i.e. not occupied by any method of appointment such as regular/contract/daily wage etc. or by charge arrangement, for more than one year will be treated as abolished as per G.O(P)No.1208/2001/Fin dated 22/11/2001.
11. Daily waged workers must be selected only for a limited period of 179 days. Casual/Contract/Daily waged workers should not be posted permanently. Circular No.55/2022/FIN, dated 08/07/2022 should be strictly followed.
12. Status quo in Malabar Cements Ltd will be maintained in the case of employers contribution to EPF.
13. Interim relief granted will be recouped from the pay revision arrears.
14. G-SPARK /similar system must be implemented in MCL within a year.
15. The additional financial commitment on account of this pay revision should be met by the company from its internal resources. Government will not extend any assistance in this regard.
16. Employees who joined service after the effective date of pay revision will

be considered as appointed in the revised pay and their pay will be fixed at the minimum of the scale of pay applicable.

17. Personal pay may be given subject to the condition that maximum basic pay after adding personal pay shall not exceed maximum of the Master scale.

18. All the conditions mentioned above should be followed scrupulously while implementing the pay revision. The Managing Director, MCL and the concerned officers will be held personally responsible for any kind of discrepancies in implementing this order & if any violation occurs Government will take stringent action against the delinquents.

**കേരള സർക്കാർ**  
**(പിണറായി വിജയൻ മന്ത്രിസഭ)**  
**മന്ത്രിസഭാ യോഗത്തിനുള്ള കുറിപ്പ്**

- |    |                                                                                                                                                                                                         |                                                                                                        |                              |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|------------------------------|
| 1  | ഫയൽ നമ്പർ                                                                                                                                                                                               | വ്യവ-എച്ച് 2/26/2023-വ്യവ                                                                              |                              |
| 2  | വകുപ്പ്                                                                                                                                                                                                 | വ്യവസായ (എച്ച്) വകുപ്പ്                                                                                |                              |
| 3  | വിഷയം                                                                                                                                                                                                   | മലബാർ സിമന്റ്സ് ലിമിറ്റഡിലെ നോൺ മാനേജീരിയൽ ജീവനക്കാരുടെ മുതലുള്ള ശമ്പള നടപ്പിലാക്കുന്നത് - സംബന്ധിച്ച് | നോൺ 01.04.2022 പരിഷ്കരണം     |
| 4  | മന്ത്രിസഭായോഗത്തിൽ മുഖ്യമന്ത്രിയുടെ ഉത്തരവ് തീയതി                                                                                                                                                       | സമർപ്പിക്കാനുള്ള                                                                                       | 22.02.2026                   |
| 5  | (I) ഇത് സാമ്പത്തിക ബാധ്യതയുള്ളതാണോ?<br>(II) സാമ്പത്തിക ബാധ്യതയുള്ളതാണെങ്കിൽ ധനകാര്യ വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ? | അതെ<br><br>ഉണ്ട്                                                                                       |                              |
| 6  | മറ്റേതെങ്കിലും വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ,                                                                      | ഉണ്ട്, ആസൂത്രണ സാമ്പത്തിക കാര്യ വകുപ്പ്,                                                               |                              |
| 7  | കരട് കുറിപ്പ് സമർപ്പിച്ച സെക്രട്ടറിയുടെ പേര്                                                                                                                                                            | അഡീഷണൽ                                                                                                 | ശ്രീമതി. എം.എ. റജീന ബീഗം     |
| 8  | കരട് കുറിപ്പ് അംഗീകരിച്ച അഡീഷണൽ സെക്രട്ടറിയുടെ പേര്                                                                                                                                                     | ചീഫ്                                                                                                   | ശ്രീ. എ.പി.എം മുഹമ്മദ് ഹനീഷ് |
| 9  | മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് സെക്രട്ടറി അംഗീകരിച്ച തീയതി                                                                                                                                            | അഡീഷണൽ ചീഫ്                                                                                            | 24/02/2026                   |
| 10 | കരട് കുറിപ്പ് അംഗീകരിച്ച പേര്                                                                                                                                                                           | ചീഫ് സെക്രട്ടറിയുടെ                                                                                    | ഡോ. എ. ജയതിലക്               |
| 11 | മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് അംഗീകരിച്ച തീയതി                                                                                                                                                       | ചീഫ് സെക്രട്ടറി                                                                                        | 24/02/2026                   |
| 12 | കരട് കുറിപ്പ് അംഗീകരിച്ച മന്ത്രിയുടെ പേര്                                                                                                                                                               |                                                                                                        | ശ്രീ.പി.രാജീവ്               |
| 13 | മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് മന്ത്രി തീയതി                                                                                                                                                          | അംഗീകരിച്ച                                                                                             | 25/02/2026                   |
| 14 | കുറിപ്പിന്റെ പകർപ്പുകൾ സമർപ്പിച്ച തീയതി                                                                                                                                                                 |                                                                                                        | 26/02/2026                   |
| 15 | മന്ത്രിസഭായോഗം തീരുമാനമെടുത്ത തീയതി                                                                                                                                                                     |                                                                                                        |                              |
| 16 | തീരുമാനം ഉത്തരവ്/കത്തിന്റെ നമ്പരും തീയതിയും                                                                                                                                                             | പുറപ്പെടുവിച്ച സർക്കാർ                                                                                 |                              |

മന്ത്രിസഭാ യോഗത്തിനുള്ള കുറിപ്പ്

മലബാർ സിമന്റ്സ് ലിമിറ്റഡിലെ നോൺ മാനേജീരിയൽ വിഭാഗം ജീവനക്കാരുടെ 01.04.2022 മുതലുള്ള ശമ്പള പരിഷ്കരണം നടപ്പിലാക്കുന്നത് സംബന്ധിച്ചുള്ളതാണ് ഈ കുറിപ്പ്.

2. മലബാർ സിമന്റ്സ് ലിമിറ്റഡിലെ നോൺ-മാനേജീരിയൽ വിഭാഗം ജീവനക്കാരുടെ വേതനഘടന നിലവിൽ സിമന്റ് നിർമ്മാതാക്കളുടെ അസോസിയേഷനും കേന്ദ്ര ട്രേഡ് യൂണിയനുകളും തമ്മിലുള്ള ദേശീയ വേതന ബോർഡ് കരാറുകൾ പ്രകാരമാണ് നിയന്ത്രിക്കപ്പെടുന്നത്. സിമന്റ് വേജ് ബോർഡ് മാതൃകയിലെ വേതനഘടന അനുസരിച്ചുള്ള ആനുകൂല്യങ്ങൾ കേരളത്തിലെ മറ്റ് പൊതുമേഖലാ സ്ഥാപനങ്ങളുമായി താരതമ്യം ചെയ്യുമ്പോൾ വളരെ കുറവായതിനാൽ മറ്റു പൊതുമേഖലാ സ്ഥാപനങ്ങളിലേതു പോലെ ദീർഘകാല വേതനകരാർ മാതൃകയിലേയ്ക്ക് മാറേണ്ടതുണ്ടെന്ന് കമ്പനി ആവശ്യപ്പെട്ടിരുന്നു.

3. സിമന്റ് വേജ് ബോർഡ് സെറ്റിൽമെന്റിൽ നിന്ന് മാറി സംസ്ഥാനത്തെ മറ്റ് പൊതുമേഖലാ സ്ഥാപനങ്ങൾക്ക് തുല്യമായ ശമ്പള ഘടന 01.04.2022 മുതൽ കമ്പനിയിലെ നോൺ മാനേജീരിയൽ വിഭാഗം ജീവനക്കാർക്കായി നടപ്പിലാക്കാനുള്ള മലബാർ സിമന്റ്സ് ലിമിറ്റഡിന്റെ നിർദ്ദേശത്തിന് 09/07/2021-ൽ ചേർന്ന പബ്ലിക് എന്റർപ്രൈസസ് ബോർഡ് യോഗം അംഗീകാരം നൽകി.

4. മലബാർ സിമന്റ്സ് ലിമിറ്റഡിലെ നോൺ മാനേജീരിയൽ വിഭാഗം ജീവനക്കാരുടെ ശമ്പളഘടന എൽ റ്റി എ രീതിയിൽ നിശ്ചയിക്കുന്നതിനുള്ള നിർദ്ദേശം ബോർഡ് അംഗീകാരത്തോടെ കമ്പനി മാനേജിംഗ് ഡയറക്ടർ സർക്കാരിൽ സമർപ്പിച്ചു.

5. ആസൂത്രണ സാമ്പത്തികകാര്യ വകുപ്പ് ഈ വിഷയത്തിൽ ചുവടെ പറയും പ്രകാരം അഭിപ്രായപ്പെട്ടു.

*"Administrative Department is informed that this department recommends the LTA proposal for the wage revision of Non-ManAGERIAL Employees (Workmen) of Malabar Cements Limited".*

6. ധനകാര്യ വകുപ്പ് ഇതു സംബന്ധിച്ച് ചുവടെ പറയും പ്രകാരം അഭിപ്രായപ്പെട്ടു.

*Finance' agrees to revise the pay structure for the Non-ManAGERIAL Employees of Malabar Cements Limited (MCL) for a period of 5 years from 01-04-2022 as*

Long Term Agreement in the manner applicable to the Public Sector Undertakings from the existing Cement Wage Board System as follows:

**A.EXISTING & REVISED SCALE OF PAY**

<i>Sl. no.</i>	<i>Grade</i>	<i>Existing pay scale</i>	<i>Revised Scale of Pay</i>
1.	<i>E</i>	6360-60-7560	17900-500-20400-550-22600-600-26200-650-28800-700-33000-800-39400
2.	<i>D</i>	6373-70.50-7783	18900-500-20400-550-22600-600-26200-650-28800-700-33000-800-39400-950-41300
3.	<i>TC</i>	6385-77.50-7935	20400-550-22600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-49350
4.	<i>C</i>	6399-84.50-8089	22050-550-22600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850
5.	<i>I</i>	6400-88-8160	23800-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850
6.	<i>II</i>	6420-102-8460	25600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850-1300-57450
7.	<i>B</i>	6430-102-8470	26850-650-28800-700-33000-800-39400-950-46050-1100-54850-1300-58750
8.	<i>III</i>	6440-116-8760	28800-700-33000-800-39400-950-46050-1100-54850-1300-61350
9.	<i>IV</i>	6465-130-9065	30200-700-33000-800-39400-950-46050-1100-54850-1300-62650
10.	<i>A</i>	6470-144-	31600-700-33000-800-39400-950-46050-1100-

		9370	54850-1300-63950
11.	V	6515-158-9675	33000-800-39400-950-46050-1100-54850-1300-63950-1500-65450
12.	VI	6540-172-9980	34600-800-39400-950-1100-54850-1300-63950-1500-66950
13.	VII	6540-172-9980	37000-800-39400-950-46050-1100-54850-1300-63950-1500-69950

**MASTER SCALE:**

17900-500-20400-550-22600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850-1300-63950-1500-69950.

**B. DEARNESS ALLOWANCE:**

*Employees shall be allowed Dearness allowance based on the Consumer Price Index (Base 2011-12 series) (applicable to the district in which the company is situated) issued by Department of Economic and statistics, Government of Kerala.*

*The DA shall be calculated on half yearly basis (April & October), considering the average Consumer Price Index (VDA) for the preceding 6 months applicable to the Palakkad District commencing from October 2022. DA will be calculated in the months of April and October every year. First decimal point exceeding 5 and above will be rounded off to the next whole number. For example, if the index number is 175.52 it will be rounded off to 176.*

*DA for April to September 2022 will be zero as entire DA has been merged. In future DA will be allowed @ Rs.115/- for each average point increase above 175 points applicable to Palakkad district.*

### C. Fitment and service weightage

- a. Fitment benefit @ 10% of basic pay, subject to a minimum of Rs.2000/-.
- b. Service weightage @ 0.5% of basic pay for every completed years of service subject to a maximum of 30 years.
- c. The total of Fitment benefit + Service weightage should be limited to 6000/-.

### D. Rules for fixation

- (i) The revised scales of pay will come into effect from 01-04-2022.
- (ii) The existing scales of pay for the purpose of these rules are those existed as on 31.03.2022
- (iii) The existing emoluments to be reckoned for the purpose of fixation of pay in the revised scales shall be the total of;
  - (a) The basic pay in the existing scale as on 01-04-2022., including increments, if any, accrued on the date.
  - (b) Existing Special Allowance I
  - (c) The existing Dearness Allowance (FDA+VDA+DA) as on 01.04.2022
  - d) 10% of basic as on 31.03.2022 as fitment, subject to a minimum of Rs. 2000/-

+

An amount equal to 0.5 % of basic pay for each completed years of service subject to a maximum of 30 years. Service for the purpose of this rule means regular service in MCL.

**(Maximum amount admissible as fitment+ Weightage is subject to the limit of Rs.6000)**

(iv) The sum of items (a) to (d) shall be stepped up to the next stage in the revised scale. If the sum is below the minimum of the revised scale, pay will be fixed at the minimum of the revised scale.

(v) if the amount arrived at by adding items (a) to (d) is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum of the scale of pay and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will count for all purposes, viz., fixation of pay, calculation of allowances including dearness allowance. However, by adding personal pay, the pay shall not exceed the maximum of master scale.

vi. Workmen who have joined service of the company on or after 01.04.2022 will be deemed to have been appointed in the minimum of the revised scale of pay.

vii. Pay of all workmen in the service of the company as on 01.04.2022 would be revised without option facility.

viii. Existing allowances/perks cannot be taken for fixation of pay.

ix. Illustration for fixation of pay of an employee who have completed 10 years of service in the Company as on 01/04/2022 is arrived as follows:

<i>Sl.no</i>	<i>Particulars(On pro-rata basis)</i>	<i>Amount</i>
1	Existing basic pay	7484
2	VDA	0
	FDA	17,792
	DA	429.95
	Spl. Allowance I	1115
3	Fitment benefit (10% of basic pay)	2000
4	Service weightage @ 0.5% of basic pay for 10 years of service	374.2
5	<b>Total</b>	29195.2
	<b>Revised Basic Pay</b>	<b>29500</b>
	VDA as on 01.04.2022	0

**E. Annual Increment:-**

The date of annual increment last drawn in the pre-revised scale will not

*undergo any change on the implementation of the New Wage Structure. The present system of bunching of annual increment for January and July will be discontinued from April 2022. In future, date of annual increment may undergo change based on the date of joining/promotion with grade change as the case may be.*

*Those who reached the maximum of this respective scale of pay will draw stagnation increment as given below.*

**F. STAGNATION INCREMENT**

*Workmen reached the maximum of the scale of pay will be granted stagnation increment at the rate of the annual increment last drawn by them in their scale of pay subject to a maximum of five, of which first four will be annual and fifth one biennial. However, stagnation increment will not be granted in excess of the maximum of master scale.*

**G. Allowances**

*Periodical allowance may be discontinued with. Other existing allowances may continue to be given observing the existing rules, as given below.*

1	<i>Education Allowance</i>	<i>3900</i>
2	<i>Conveyance Allowances</i>	<i>4525</i>
3	<i>Leave Travel Allowances</i>	<i>2010</i>
4	<i>Special Allowance-II</i>	<i>215</i>
5	<i>Washing Allowances</i>	<i>70</i>

<i>Total Allowances</i>	<i>10720</i>
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#### H. HRA:

*House Rent Allowance will be allowed at the rate of 10% of revised basic pay subject to a minimum of Rs.1,000/- and a maximum of Rs.3000/- per month. Those who are availing family accommodation provided by the Company are not eligible for HRA.*

#### I. FRINGE BENEFITS:

*i. Night Shift allowances (10 PM to 06 AM): The Company is functioning round the clock in three shifts. About 15% of the plant workforce needs to attend night shifts.*

*Presently Night Allowance provided by the Wage Board is Rs.1/- per shift which was introduced during 1989, which is revised to Rs.75/- per shift.*

*ii. Acting allowances:- Whenever, there is shortage of manpower, in order to ensure uninterrupted functioning, workmen are being deployed to perform duties of higher grade for which they are eligible for acting allowance.*

*The existing acting allowance is being paid as Rs.11/- per day for the duty performed and the same is revised to Rs.20/- for the days so performed.*

*iii. Heat Allowance: Those employees who are working with high temperature area like kiln will be allowed heat allowance.*

*The existing Heat allowance provided to the employees is Rs.1/- per day for the duty performed and the same is revised as Rs.25/- per day.*

*iv. Heavy Duty Allowance: Those who are operating heavy machineries are*

allowed heavy duty allowance. The existing Heavy Duty allowances is Rs.26/- per month and the same is revised as Rs.30/- per month.

**J) General Conditions**

1. The wage revision would be effective from 01.04.2022 for a period of five years. The revised rate of allowances except DA will take effect from the 1st day of the month in which the pay revision order is issued.
2. The matter of payment of pay revision arrears will be decided by the Government later.
3. Pay revision is applicable only to those workers who are in the regular service of the MCL and working against the sanctioned posts. Casual/Contract/daily waged workers are not eligible for this revision.
4. Stepping up of the scales of pay of any category will not be allowed under any circumstances.
5. The workers of MCL are not eligible for any benefits other than those mentioned above.
6. The terms and conditions of service of workers in MCL, including pay, allowances, leave, promotion and retirement age, should not be altered without prior Government sanction.
7. At the time of urgency contract/daily waged employees must be selected from employment exchange.
8. Upgradation/creation/re-designation of posts (whether full time, part time, temporary, contract or daily waged) will not be allowed without prior Government sanction.
9. No person shall be appointed (whether full time, part time, temporary and contract; daily wages or Deputation) without a post created validly through a Government Order.

10. Posts lying vacant, i.e. not occupied by any method of appointment such as regular/contract/daily wage etc. or by charge arrangement, for more than one year will be treated as abolished as per G.O(P)No.1208/2001/Fin dated 22/11/2001.
11. Daily waged workers must be selected only for a limited period of 179 days. Casual/Contract/Daily waged workers should not be posted permanently. Circular No.55/2022/FIN, dated 08/07/2022 should be strictly followed.
12. The maximum employer's contribution to EPF, if any, will be 12% of Rs.15000/-(i.e., the maximum employer contribution will be limited to Rs. 1800/-).
13. Interim relief granted will be recouped from the pay revision arrears.
14. G-SPARK /similar system must be implemented in MCL within a year.
15. The additional financial commitment on account of this pay revision should be met by the company from it's internal resources. Government will not extend any assistance in this regard.
16. Employees who joined service after the effective date of payrevision will be considered as appointed in the revised pay and their pay will be fixed at the minimum of the scale of pay applicable.
17. Personal pay may be given subject to the condition that maximum basic pay after adding personal pay shall not exceed maximum of the Master scale.
18. All the conditions mentioned above should be followed scrupulously while implementing the pay revision. The Managing Director, MCL and the concerned officers will be held personally responsible for any kind of discrepancies in implementing this order & if any violation occurs Government will take stringent action against the delinquents.
19. The Administrative Department is requested to place the above mentioned wage revision before the Cabinet and forward the Draft GO to Finance Department for vetting.

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

7. ധനകാര്യ വകുപ്പ് അംഗീകരിച്ച നിബന്ധനകൾക്ക് വിധേയമായി, മലബാർ സിമന്റ്സ് ലിമിറ്റഡിലെ നോൺ മാനേജീരിയൽ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണം 01.04.2022 മുതൽ നടപ്പിലാക്കാൻ പബ്ലിക് എന്റർപ്രൈസസ് ബോർഡ് (PEB) യോഗം അംഗീകാരം നൽകി.

8. ഉദ്യോഗസ്ഥരുടെ EPF വിഹിതത്തിൽ സ്ഥാപനത്തിന്റെ വിഹിതമായി നിശ്ചയിക്കുന്നതിന് ധനകാര്യവകുപ്പ് അഭിപ്രായപ്പെട്ടിട്ടുള്ള ക്രമനമ്പർ (12) - ലെ വ്യവസ്ഥ സർക്കാരിന്റെ പൊതുനയത്തിന് അനുസൃതമായി, പ്രത്യേകമായി പരിശോധിക്കുന്നതിന് തീരുമാനമെടുത്തിട്ടുള്ളതിനാൽ പ്രസ്തുത വ്യവസ്ഥ ഒഴിവാക്കിക്കൊണ്ട് നിലവിൽ മലബാർ സിമന്റ്സ് ലിമിറ്റഡിൽ തൽസ്ഥിതി തുടരുന്നതിന് വിധേയമായി ധനകാര്യ വകുപ്പും പബ്ലിക് എന്റർപ്രൈസസ് ബോർഡും ശുപാർശ ചെയ്തിട്ടുള്ളതു പ്രകാരം 01.04.2022 മുതൽ മലബാർ സിമന്റ്സ് ലിമിറ്റഡിലെ നോൺ മാനേജീരിയൽ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണം നടപ്പിലാക്കുന്നതിനുള്ള നിർദ്ദേശത്തോടെ, ഉത്തരവിനായി ഫയൽ ബഹു.മുഖ്യമന്ത്രിയ്ക്ക് സമർപ്പിച്ചപ്പോൾ വിഷയം മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കാൻ ഉത്തരവായി.

**തീരുമാനിക്കേണ്ട വിഷയം**

മലബാർ സിമന്റ്സ് ലിമിറ്റഡിലെ നോൺ മാനേജീരിയൽ ജീവനക്കാരുടെ 01.04.2022 മുതലുള്ള ശമ്പള പരിഷ്കരണത്തിനായുള്ള എൽ.ടി.എ (LTA) നിർദ്ദേശം, തൊഴിലുടമയുടെ ഇ.പി.എഫ് വിഹിതം ഒഴികെയുള്ള കാര്യങ്ങളിൽ ധനകാര്യ വകുപ്പും പബ്ലിക് എന്റർപ്രൈസസ് ബോർഡും അംഗീകാരം നൽകിയ പ്രകാരവും തൊഴിലുടമയുടെ ഇ.പി.എഫ് വിഹിതത്തിന്റെ കാര്യത്തിൽ ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം മറികടന്നുകൊണ്ടും, പബ്ലിക് എന്റർപ്രൈസസ് ബോർഡ് തീരുമാനിച്ച പ്രകാരവും സർക്കാരിന്റെ പൊതുവായ നയത്തിന് അനുസൃതമായി, മലബാർ സിമന്റ്സ് ലിമിറ്റഡിൽ നിലവിലുള്ളസ്ഥിതി (Status quo) തുടരാമെന്ന വ്യവസ്ഥയ്ക്ക് വിധേയമായി, അനുബന്ധത്തിൽ ചേർത്തിട്ടുള്ള പ്രകാരം നടപ്പിലാക്കാമോ ?

**A.EXISTING & REVISED SCALE OF PAY**

Sl. no.	Grade	Existing pay scale	Revised Scale of Pay
2.	E	6360-60-7560	17900-500-20400-550-22600-600-26200-650-28800-700-33000-800-39400
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5.	I	6400-88-8160	23800-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850
6.	II	6420-102-8460	25600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850-1300-57450
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9.	IV	6465-130-9065	30200-700-33000-800-39400-950-46050-1100-54850-1300-62650
10	A	6470-144-	31600-700-33000-800-39400-950-46050-1100-

		9370	54850-1300-63950
11	V	6515-158-9675	33000-800-39400-950-46050-1100-54850-1300-63950-1500-65450
12	VI	6540-172-9980	34600-800-39400-950-1100-54850-1300-63950-1500-66950
13	VII	6540-172-9980	37000-800-39400-950-46050-1100-54850-1300-63950-1500-69950

**MASTER SCALE:**

**17900-500-20400-550-22600-600-26200-650-28800-700-33000-800-39400-950-46050-1100-54850-1300-63950-1500-69950.**

**B. DEARNESS ALLOWANCE:**

Employees shall be allowed Dearness allowance based on the Consumer Price Index (Base 2011-12 series) (applicable to the district in which the company is situated) issued by Department of Economic and statistics, Government of Kerala.

The DA shall be calculated on half yearly basis (April & October), considering the average Consumer Price Index (VDA) for the preceding 6 months applicable to the Palakkad District commencing from October 2022. DA will be calculated in the months of April and October every year. First decimal point exceeding 5 and above will be rounded off to the next whole number. For example, if the index number is 175.52 it will be rounded off to 176.

DA for April to September 2022 will be zero as entire DA has been merged. In future DA will be allowed @ Rs.115/- for each average point increase above 175 points applicable to Palakkad district.

**C. Fitment and service weightage**

- a. Fitment benefit @ 10% of basic pay, subject to a minimum of Rs.2000/-.
- b. Service weightage @ 0.5% of basic pay for every completed years of service subject to a maximum of 30 years.
- c. The total of Fitment benefit + Service weightage should be limited to 6000/-.

#### **D. Rules for fixation**

- (i) The revised scales of pay will come into effect from 01-04-2022.
- (ii) The existing scales of pay for the purpose of these rules are those existed as on 31.03.2022
- (iii) The existing emoluments to be reckoned for the purpose of fixation of pay in the revised scales shall be the total of;
  - (a) The basic pay in the existing scale as on 01-04-2022., including increments, if any, accrued on the date.
  - (b) Existing Special Allowance I
  - c) The existing Dearness Allowance (FDA+VDA+DA) as on 01.04.2022
  - d ) 10% of basic as on 31.03.2022 as fitment, subject to a minimum of Rs. 2000/-

+

An amount equal to 0.5 % of basic pay for each completed years of service subject to a maximum of 30 years. Service for the purpose of this rule means regular service in MCL.

**(Maximum amount admissible as fitment+ Weightage is subject to the limit of Rs.6000)**

- (iv) The sum of items (a) to (d) shall be stepped up to the next stage in the revised scale. If the sum is below the minimum of the revised scale, pay will be fixed at the minimum of the revised scale.

(v) if the amount arrived at by adding items (a) to (d) is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum of the scale of pay and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will count for all purposes, viz., fixation of pay, calculation of allowances including dearness allowance. However, by adding personal pay, the pay shall not exceed the maximum of master scale.

vi. Workmen who have joined service of the company on or after 01.04.2022 will be deemed to have been appointed in the minimum of the revised scale of pay.

vii. Pay of all workmen in the service of the company as on 01.04.2022 would be revised without option facility.

viii. Existing allowances/perks cannot be taken for fixation of pay.

ix. Illustration for fixation of pay of an employee who have completed 10 years of service in the Company as on 01/04/2022 is arrived as follows:

Sl.no	Particulars(On pro-rata basis)	Amount
1	Existing basic pay	7484
2	VDA	0
	FDA	17,792
	DA	429.95
	Spl. Allowance I	1115
3	Fitment benefit (10% of basic pay)	2000
4	Service weightage @ 0.5% of basic pay for 10 years of service	374.2
5	<b>Total</b>	29195.2
	<b>Revised Basic Pay</b>	<b>29500</b>
	VDA as on 01.04.2022	0

**E. Annual Increment:-**

The date of annual increment last drawn in the pre-revised scale will not undergo any change on the implementation of the New Wage Structure. The present system of bunching of annual increment for January and July will be discontinued from April 2022. In future, date of annual increment may undergo change based on the date of joining/promotion with grade change as the case may be.

Those who reached the maximum of this respective scale of pay will draw stagnation increment as given below.

### **F. STAGNATION INCREMENT**

Workmen reached the maximum of the scale of pay will be granted stagnation increment at the rate of the annual increment last drawn by them in their scale of pay subject to a maximum of five, of which first four will be annual and fifth one biennial. However, stagnation increment will not be granted in excess of the maximum of master scale.

### **G. Allowances**

Periodical allowance may be discontinued with. Other existing allowances may continue to be given observing the existing rules, as given below.

1	Education Allowance	3900
2	Conveyance Allowances	4525
3	Leave Travel Allowances	2010
4	Special Allowance-II	215

5	Washing Allowances	70
	<b>Total Allowances</b>	<b>10720</b>

#### H. HRA:

House Rent Allowance will be allowed at the rate of 10% of revised basic pay subject to a minimum of Rs.1,000/- and a maximum of Rs.3000/- per month. Those who are availing family accommodation provided by the Company are not eligible for HRA.

#### I. FRINGE BENEFITS:

**i. Night Shift allowances (10 PM to 06 AM):** The Company is functioning round the clock in three shifts. About 15% of the plant workforce needs to attend night shifts.

Presently Night Allowance provided by the Wage Board is Rs.1/- per shift which was introduced during 1989, which is revised to Rs.75/- per shift.

**ii. Acting allowances:-** Whenever, there is shortage of manpower, in order to ensure uninterrupted functioning, workmen are being deployed to perform duties of higher grade for which they are eligible for acting allowance.

The existing acting allowance is being paid as Rs.11/- per day for the duty performed and the same is revised to Rs.20/- for the days so performed.

**iii. Heat Allowance:** Those employees who are working with high temperature area like kiln will be allowed heat allowance.

The existing Heat allowance provided to the employees is Rs.1/- per day for the duty performed and the same is revised as Rs.25/- per day.

**iv. Heavy Duty Allowance:** Those who are operating heavy machineries are allowed heavy duty allowance. The existing Heavy Duty allowances is Rs.26/- per month and the same is revised as Rs.30/- per month.

#### **J) General Conditions**

1. The wage revision would be effective from 01.04.2022 for a period of five years. The revised rate of allowances except DA will take effect from the 1st day of the month in which the pay revision order is issued.
2. The matter of payment of pay revision arrears will be decided by the Government later.
3. Pay revision is applicable only to those workers who are in the regular service of the MCL and working against the sanctioned posts. Casual/Contract/daily waged workers are not eligible for this revision.
4. Stepping up of the scales of pay of any category will not be allowed under any circumstances.
5. The workers of MCL are not eligible for any benefits other than those mentioned above.
6. The terms and conditions of service of workers in MCL, including pay, allowances, leave, promotion and retirement age, should not be altered without prior Government sanction.
7. At the time of urgency contract/daily waged employees must be selected from employment exchange/ KPESRB.
8. Upgradation/creation/re-designation of posts (whether full time, part time, temporary, contract or daily waged) will not be allowed without prior Government sanction.

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

10. Posts lying vacant, i.e. not occupied by any method of appointment such as regular/contract/daily wage etc. or by charge arrangement, for more than one year will be treated as abolished as per G.O(P)No.1208/2001/Fin dated 22/11/2001.

11. Daily waged workers must be selected only for a limited period of 179 days. Casual/Contract/Daily waged workers should not be posted permanently. Circular No.55/2022/FIN, dated 08/07/2022 should be strictly followed.

12. Status quo in Malabar Cements Ltd will be maintained in the case of employers contribution to EPF.

13. Interim relief granted will be recouped from the pay revision arrears.

14. G-SPARK /similar system must be implemented in MCL within a year.

15. The additional financial commitment on account of this pay revision should be met by the company from its internal resources. Government will not extend any assistance in this regard.

16. Employees who joined service after the effective date of pay revision will be considered as appointed in the revised pay and their pay will be fixed at the minimum of the scale of pay applicable.

17. Personal pay may be given subject to the condition that maximum basic pay after adding personal pay shall not exceed maximum of the Master scale.

18. All the conditions mentioned above should be followed scrupulously while implementing the pay revision. The Managing Director, MCL and the concerned officers will be held personally responsible for any kind of discrepancies in implementing this order & if any violation occurs Government will take stringent action against the delinquents.