

**GOVERNMENT OF KERALA****Abstract**

Industries Department- Revision of Pay and allowances of the Employees of the KINFRA - Sanctioned - Orders issued.

INDUSTRIES (G) DEPARTMENT

G.O.(Ms)No.67/2024/ID Dated,Thiruvananthapuram, 26-12-2024

Read:- 1) G.O.(MS)No 36/2020/ID dated, 07-03-2020

2) G.O.(P)No.7/2016/Fin dated 20-01-2016

3) Letter No. KIN/II/2(ii)/2021-22/2541 dated, 10-08-2021 from the Managing Director, KINFRA

ORDER

Kerala Industrial Infrastructure Development Corporation (KINFRA) is a statutory corporation of Government of Kerala established by an act of Legislature. Vide Government Order read as first paper above, Government have accorded sanction for the revision of pay and allowances of the employees of KINFRA, with effect from 20-06-2012. Based on the recommendation of the 10th pay commission, Government of Kerala has issued order vide Government order read as second paper above, revising the pay and allowances of government employees. 84th board meeting of KINFRA held on 24-02-2021, approved the revision of pay scales of the Officers engaged against the sanctioned posts of KINFRA, with effect from 20-06-2017, in line with the revision of pay scale of the Government officers as ordered in Government order read as second paper above. Accordingly, the Managing Director, KINFRA, as per the letter read as third paper above, has forwarded a proposal for the revision of the pay scale to the officers working in KINFRA.

2) Government have examined the matter in detail and are pleased to accord sanction for the 10th Pay Revision to the permanent employees in Government recognized posts of KINFRA as mentioned below, with effect from 20-06-2017:

A. Existing and Revised scale of pay

Sl No	Name of post	No of posts	Existing scale of pay	Revised scale of pay
1	General Manager	2	46640- 59840	89000-120000
2	Manager	7	40640-57440	77400-115200
3	Deputy Manager	3	36140-49740	68700-110400
4	Assistant Manager	12	29180-43640	55350-101400
5	Junior Manager	22	22360-37940	42500-87000
6	Accounts Officer	4	20740-36140	39500-83000
	Total posts	50		

MASTER SCALE: 39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-108000-2400-120000

B. The orders in the following paragraphs of G.O.(P)No.7/2016/Fin. dated 20-01-2016 may be scrupulously followed while implementing Pay Revision w.e.f 20/06/2017.

Rules of Fixation	Rules for fixation w.e.f 20/06/2017 will be as provided in Annexure II of G.O.(P)No.7/2016/Fin dated 20-01-2016. Service weightage will be granted for regular service in KINFRA only. The service weightage will be an amount equivalent to 1/2% of basic pay in the existing scale of pay as on 20/06/2017 subject to a maximum of 30 completed years, provided the amount of fitment benefit and service weightage taken together shall not exceed Rs 12,000/-. There will be no option facility.
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HRA	Para 14
CCA	Para 16
Increment	The date of increments of the employees shall not undergo any change consequent on switch over to the revised scale of pay.

C. General Conditions

1. The revised Scale of pay will be sanctioned with effect from 20/06/2017 and the date of effect of revised rates of allowances other than DA will be the 1st day of the month in which the Pay Revision order is issued. The revision of Pay is in accordance with the revised Pay-Scales mentioned at Annexure-1 of G.O.(P)No.7/2016/Fin. dated 20-01-2016.
- 2 . The revision will be applicable only to the permanent employees working against sanctioned posts.
3. No other benefits mentioned in G.O.(P)No.7/2016/Fin. Dt.20-01-2016 will be granted without specific orders from Government.
4. CCA should be limited to those employees who are working in the offices which are situated within city limits.
5. The expenditure on account of the revision should be met from the internal resources of the company and Government will not provide any financial support on account of this, now or at a later stage.
6. No stepping up of the scales of Pay of any category will be allowed under any circumstances.
7. Staff pattern must be fixed in KINFRA by way of a Government Order.
8. Daily waged/contract/temporary employees must be selected only for a limited period of 179 days. They cannot be posted permanently. The directions in Circular No.55/2022/Fin dated 08/07/2022 should be strictly followed.
9. The maximum employer contribution to EPF should be limited at 12% of Rs.15000/- i.e. Rs.1800/-. Any violation in this regard will be viewed seriously.

10. No posts (permanent/deputation/temporary/daily waged/provisional) shall be created without prior approval of Government.

11. The posts kept vacant over one year should be abolished as per G.O (P)No 1208/2001/Fin dated 22/10/2001.

12. Under no circumstances Government grants be diverted for meeting establishment expenditure including salary expenditure. Item-wise expenditure incurred out of Government grants should be specifically noted in the annual accounts.

13. The company shall not engage any person whether permanent, temporary, contract, daily wages, casual etc. unless a vacancy is existing in a suitable post which has been created validly with formal approval of Government.

14. The employees will not be eligible for any allowance, other than those sanctioned in this Pay Revision Order.

15. Interim relief, if any sanctioned should be recovered within one year from the date of implementation of revised scale.

16. Ratio based promotions or re-designation of posts shall be granted only with the approval of Government.

17. In the case of any doubt regarding pay scales, fixation etc, prior concurrence of Government shall be obtained before arriving at a decision.

18. The orders issued subsequent to General Pay Revision orders of Government employees should not be implemented without prior Government sanction.

19. The Managing Director, KINFRA Ltd. will be held personally liable for any kind of discrepancies while implementing the Pay Revision Order.

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

To:

The Managing Director, KINFRA, Thiruvananthapuram.

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

Planning & Economic Affairs Department (vide BPE/104/2024-PLGEA dated 26-11-2024).

General Administration (SC) Department

Finance (Planning-B) Department.

Finance (PU-D) Department (Vide 1943686/PU-D3/138/2021-Fin dated 30-08-2024)

I&PR (Web&New Media) Dept.

Stock file/Office copy

Forwarded /By order

Signed by

Shabna N

Date: 26-12-2024 12:07:24
Section Officer



രഹസ്യം

കേരള സർക്കാർ

മന്ത്രിസഭായോഗത്തിന്റെ നടപടിക്കുറിപ്പുകൾ

തീയതി : 18-12-2024

ഫയൽ നം. 147/ജി1/2023/വ്യവ.

ഇനം നം: 2566

വിഷയം : വ്യവസായ വകുപ്പ് - കിൻഫ്രയിലെ സർക്കാർ അംഗീകൃത തസ്തികകളിലെ സ്ഥിരം ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണം - സംബന്ധിച്ച്.

തീരുമാനം : കുറിപ്പിലെ നിർദ്ദേശം അംഗീകരിച്ചു.

(ഒപ്പ്)

പിണറായി വിജയൻ

മുഖ്യമന്ത്രി

(ശരിപ്പകർപ്പ്)

ശാരദ മുരളീധരൻ

ചീഫ് സെക്രട്ടറി

പ്രിൻസിപ്പൽ സെക്രട്ടറി, വ്യവസായ വകുപ്പ്.

കേരള സർക്കാർ
(ശ്രീ. പിണറായി വിജയൻ മന്ത്രിസഭ)
മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പ്

2566

1	ഫയൽനമ്പർ	:	നം.147/ജി1/2023/വ്യവ.
2	വകുപ്പ്	:	വ്യവസായ (ജി) വകുപ്പ്
3	വിഷയം	:	വ്യവസായ വകുപ്പ് - കിൻഫ്രയിലെ സർക്കാർ അംഗീകൃത തസ്തികകളിലെ സ്ഥിര ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണം സംബന്ധിച്ച്
4	മന്ത്രിസഭായോഗത്തിൽ സമർപ്പിക്കാനുള്ള മുഖ്യമന്ത്രിയുടെ ഉത്തരവ് തീയതി	:	08-12-2024
5	(i) ഇത് സാമ്പത്തികബാധ്യതയുള്ളതാണോ? (ii) സാമ്പത്തികബാധ്യതയുള്ളതാണെങ്കിൽ ധനവകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ?	:	അതെ; ഉണ്ട്; ഉണ്ട്.
6	മറ്റേതെങ്കിലും വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ?	:	ആസൂത്രണ സാമ്പത്തികകാര്യ (ബി.പി.ഇ.) വകുപ്പ്; ഉണ്ട്.
7	കുറിപ്പ് സമർപ്പിച്ച ജോയിന്റ് സെക്രട്ടറിയുടെ പേര്	:	ശ്രീമതി. പ്രീതാ കുമാരി എൽ. പി.
8	കുറിപ്പ് അംഗീകരിച്ച പ്രിൻസിപ്പൽ സെക്രട്ടറിയുടെ പേര്	:	ശ്രീ. എ.പി.എം. മുഹമ്മദ് ഹനീഷ്.
9	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറി അംഗീകരിച്ച തീയതി	:	10-12-2024
10	കുറിപ്പ് അംഗീകരിച്ച ചീഫ് സെക്രട്ടറിയുടെ പേര്	:	ശ്രീമതി. ശാരദ മുരളീധരൻ.
11	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് ചീഫ് സെക്രട്ടറി അംഗീകരിച്ച തീയതി	:	10-12-2024
12	മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പ് അംഗീകരിച്ച മന്ത്രിയുടെ പേര്	:	ശ്രീ. പി. രാജീവ്.
13	മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് മന്ത്രി അംഗീകരിച്ച തീയതി	:	10-12-2024
14	കുറിപ്പിന്റെ പകർപ്പുകൾ സമർപ്പിച്ച തീയതി	:	12-12-2024
15	മന്ത്രിസഭായോഗം തീരുമാനമെടുത്ത തീയതി	:	
16	തീരുമാനം പുറപ്പെടുവിച്ച സർക്കാർ ഉത്തരവ്/കത്തിന്റെ നമ്പറും തീയതിയും	:	

മന്ത്രിസഭായോഗത്തിനുള്ള കുറിപ്പ്

കേരള ഇൻഡസ്ട്രിയൽ ഇൻഫ്രാസ്ട്രക്ചർ ഡെവലപ്മെന്റ് കോർപ്പറേഷൻ (കിൻഫ്ര) - യിലെ സർക്കാർ അംഗീകൃത തസ്തികകളിലെ സ്ഥിര ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണം 20-06-2017 മുതൽ അനുവദിക്കുന്നത് സംബന്ധിച്ചുള്ളതാണ് ഈ കുറിപ്പ്.

2) കിൻഫ്രയുടെ 84-ാമത് ഡയറക്ടർ ബോർഡ് യോഗത്തിൽ തീരുമാനിച്ച പ്രകാരം കിൻഫ്രയിലെ സർക്കാർ അംഗീകൃത തസ്തികകളിലെ സ്ഥിര ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണം 20-06-2017 മുതൽ നടപ്പിലാക്കണമെന്നാവശ്യപ്പെട്ട് കിൻഫ്ര മാനേജിംഗ് ഡയറക്ടർ സമർപ്പിച്ച ശുപാർശയിന്മേൽ ആസൂത്രണ-സാമ്പത്തിക കാര്യ (ബി.പി.ഇ) വകുപ്പ് താഴെപ്പറയും പ്രകാരം അഭിപ്രായം അറിയിച്ചു:

"MD, KINFRA, vide his letter number KIN/II/2(ii)/2023-24/8369 dated 02/06/2023, has requested the Government to exclude KINFRA from the purview of G.O.(P) No. 131/2022/Fin dated 29/10/2022 regarding formulation of common frame work for pay/wage structure of PSUs and to consider the recommendation of the Board of Directors of KINFRA for revision of pay scales of employees of KINFRA in line with the pay scales of Government employees as being followed hitherto, now pending with the Government. MD has reported that KINFRA is a Statutory Corporation established under Kerala Industrial Infrastructure Development Act, 1993 (KIID Act,1993) (Act No.3 of 7993) of the State Legislature and has been functioning as a premier body for industrial infrastructure development in the State of Kerala since year 1993. The activities of the Corporation are not fundamentally driven with an intent to make or generate profit, but to promote industrial infrastructure within the State as an agency and instrumentality of State as could be noted from the preamble to Kerala Industrial Infrastructure Development Act 1993.

With regard to the above, it may be noted that as per General Condition No.8 of G.O.(P) No. 131/2022/Fin dated 29/10/2022 regarding formulation of a common frame work for pay/wage structure of PSUs, there is a provision for exclusion of certain types of PSUs, as reproduced below:

"Some of the State PSUs are strictly not commercial organizations, but have been set up to implement Government programmes for specific sectors or sections of the society. These are not operating in a competitive market and do not normally function with a profit motive. These are in the nature of extension of Government work and Chief Executive Officers/MDs and majority officers of these companies are also normally officers on deputation from Government. These PSUs shall be taken out of the proposed pay restructuring/revision and scales of Pay recommended by the State Pay Commission from time to time shall be adopted in respect of these companies subject to the existing conditions".

Since KINFRA is a Statutory Corporation and the activities of KINFRA are not fundamentally driven with an intent to make or generate profit; but to promote industrial infrastructure within the State as an agency and instrumentality of the State (i.e., strictly

not a commercial organization), the Corporation may be considered for excluding from the purview of G.O.(P) No. 131/2022/Fin dated 29/10/2022 and the recommendation of the Board of Directors of KINFRA for revision of pay scales of employees in line with the pay scales of Government employees as being followed hitherto may be considered. As per the details furnished by the Principal Accountant General (Audit), Kerala, the statutory audit of the Corporation is complete up to FY 2021-22."

3) ഫയൽ ധനകാര്യ വകുപ്പിന് നൽകിയപ്പോൾ, പ്രസ്തുത വകുപ്പ് താഴെപ്പറയും പ്രകാരം അഭിപ്രായപ്പെട്ടു:

"Finance' agrees to the 10th Pay Revision to the permanent employees in Government recognized posts of KINFRA as mentioned below subject to the condition that regarding the decision on pay revision arrears will be taken by the Government later.

A. Existing and Revised scale of pay

Sl. No	Name of post	No of posts	Existing scale of pay	Revised scale of pay
1	General Manager	2	46640- 59840	89000-120000
2	Manager	7	40640-57440	77400-115200
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MASTER SCALE: 39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-108000-2400-120000

B. The orders in the following paragraphs of G.O.(P)No.7/2016/Fin. dated 20-01-2016 may be scrupulously followed while implementing Pay Revision w.e.f 20/06/2017.

Rules of Fixation	Rules for fixation w.e.f 20/06/2017 will be as provided in Annexure II of G.O.(P)No.7/2016/Fin dated 20-01-2016. The date of effect of this Pay Revision is 20/06/2017 and the date of effect of revised rates of allowances other than DA will be the date of Pay Revision Order. Service weightage will be granted for regular service in KINFRA only. The service weightage will be an amount equivalent to 1/2% of basic pay in the existing scale of pay as on 20/06/2017 subject to a maximum of 30 completed years, provided the amount of fitment benefit and service weightage taken together shall not exceed Rs 12,000/-. There will be no option facility.
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HRA	Para 14
CCA	Para 16
Increment	The date of increments of the employees shall not undergo any change consequent on switch over to the revised scale of pay.

C. General Conditions

1. The revised Scale of pay will be sanctioned with effect from 20/06/2017 and the date of effect of revised rates of allowances other than DA will be the 1st day of the month in which the Pay Revision order is issued. The revision of Pay is in accordance with the revised Pay-Scales mentioned at Annexure-1 of G.O. (P)No.7/2016/Fin. dated 20-01-2016. Payment of arrears will be decided by the Government later.
2. The revision will be applicable only to the permanent employees working against sanctioned posts.
3. No other benefits mentioned in G.O.(P)No.7/2016/Fin. Dt.20-01-2016 will be granted without specific orders from Government.
4. CCA should be limited to those employees who are working in the offices which are situated within city limits.
5. The expenditure on account of the revision should be met from the internal resources of the company and Government will not provide any financial support on account of this, now or at a later stage.
6. No stepping up of the scales of Pay of any category will be allowed under any circumstances.
7. Staff pattern must be fixed in KINFRA by way of a Government Order.
8. Daily waged/contract/temporary employees must be selected only for a limited period of 179 days. They cannot be posted permanently. The directions in Circular No.55/2022/Fin dated 08/07/2022 should be strictly followed.
9. The maximum employer contribution to EPF should be limited at 12% of Rs.15000/- i.e. Rs.1800/-. Any violation in this regard will be viewed seriously.
10. No posts (permanent/deputation/temporary/daily waged/provisional) shall be created without prior approval of Government.
11. The posts kept vacant over one year should be abolished as per G.O (P)No 1208/2001/Fin dated 22/10/2001.
12. Under no circumstances Government grants be diverted for meeting establishment expenditure including salary expenditure. Item-wise expenditure incurred out of Government grants should be specifically noted in the annual accounts.

13. The company shall not engage any person whether permanent, temporary, contract, daily wages, casual etc. unless a vacancy is existing in a suitable post which has been created validly with formal approval of Government.
14. The employees will not be eligible for any allowance, other than those sanctioned in this Pay Revision Order.
15. Interim relief, if any sanctioned should be recovered within one year from the date of implementation of revised scale.
16. Ratio based promotions or re-designation of posts shall be granted only with the approval of Government.
17. In the case of any doubt regarding pay scales, fixation etc, prior concurrence of Government shall be obtained before arriving at a decision.
18. The orders issued subsequent to General Pay Revision orders of Government employees should not be implemented without prior Government sanction.
19. The Managing Director, KINFRA Ltd. will be held personally liable for any kind of discrepancies while implementing the Pay Revision Order.
20. The Administrative Department is requested to place the matter before PEB & Council of Ministers and forward the Draft G.O to Finance Department for vetting.

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

4) ധനകാര്യവകുപ്പ് നിർദ്ദേശിച്ചതനുസരിച്ച് കിൻഫ്രയിലെ സർക്കാർ അംഗീകൃത തസ്തികകളിലെ സ്ഥിര ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണ ശിപാർശ പബ്ലിക് എൻ്റർപ്രൈസസ് ബോർഡ് മുൻപാകെ കൊണ്ടുവരുന്നതിനായി ഫയൽ ആസൂത്രണ-സാമ്പത്തികകാര്യ വകുപ്പിന് കൈമാറി. 06-11-2024-ന് ചേർന്ന പബ്ലിക് എൻ്റർപ്രൈസസ് ബോർഡ് യോഗം താഴെപ്പറയും പ്രകാരം ചർച്ച നടത്തി തീരുമാനം കൈക്കൊണ്ടു:

" Director Bureau of Public Enterprises briefed the Proposal for the 10th Pay Revision to the permanent employees in Government recognized posts of Kerala Industrial Infrastructure Development Corporation.

The matter on payment of arrears was discussed. Managing Director, Kerala Industrial Infrastructure Development Corporation informed that in order to address the financial liability associated with employee salary arrears and to comply with the approved accounting policy KINFRA has allocated Rs 1.95 crore which is sufficient to cover the 10th pay revision arrears for KINFRA employees.

After discussions Public Enterprises Board decided to recommend the proposal for the 10th Pay Revision to the permanent employees in Government recognized posts of M/s Kerala Industrial Infrastructure Development Corporation (KINFRA). Revised pay will be sanctioned with effect from 20/06/2017 and the date of effect of revised rates of allowances other than DA will be the 1st day of the month in which the Pay Revision order is issued and subject to the conditions stipulated by Finance Department.

The Public Enterprises Board also decided that since the company is operating on profit and provisions have already been made in the book of accounts, the matter regarding payment of arrears is to be considered favourably."

5) താഴെപറയുന്ന നിർദ്ദേശങ്ങളിൽ ഉത്തരവിനായി ഫയൽ ബഹു. നിയമവും വ്യവസായവും കയറും വകുപ്പ് മന്ത്രി മുഖേന ബഹു. മുഖ്യമന്ത്രിക്ക് ചംക്രമണം ചെയ്തപ്പോൾ മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുവാൻ ഉത്തരവായി:

(1) പബ്ലിക് എന്റർപ്രൈസസ് ബോർഡ് അംഗീകരിച്ച പ്രകാരം pay revision arrears പിന്നീട് നൽകാമെന്ന ധനകാര്യ വകുപ്പിന്റെ വ്യവസ്ഥ ഒഴിവാക്കി, കിൻഫ്രയിലെ സർക്കാർ അംഗീകൃത തസ്തികകളിലെ സ്ഥിരം ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണ ശിപാർശ നടപ്പിലാക്കാവുന്നതാണോ?

(2) വിഷയം മന്ത്രിസഭായോഗത്തിന്റെ പരിഗണനയ്ക്ക് സമർപ്പിക്കാവുന്നതാണോ?

തീരുമാനമെടുക്കേണ്ട സംഗതി

കിൻഫ്രയിലെ സർക്കാർ അംഗീകൃത തസ്തികകളിലെ സ്ഥിരം ജീവനക്കാരുടെ പത്താം ശമ്പളപരിഷ്കരണശിപാർശ, പബ്ലിക് എന്റർപ്രൈസസ് ബോർഡ് അംഗീകരിച്ച പ്രകാരം pay revision arrears പിന്നീട് നൽകാമെന്ന ധനകാര്യ വകുപ്പിന്റെ വ്യവസ്ഥ ഒഴിവാക്കി, 20-06-2017 മുതൽ നടപ്പിലാക്കാവുന്നതാണോ?