GOVERNMENT OF KERALA
Finance (PRC – B) Department

No: 84/2025/FIN

Dated: 07/11/2025
Thiruvananthapuram

CIRCULAR

Sub: Pay Revision 2019 - Payment of Pay Revision Arrears to the Employees Working in Local Self Government Institutions - Instructions/Guidelines - Issued.

Ref: 1. G.O(P) No. 27/2021/Fin, dated: 10/02/2021.
2. G.O(P) No. 38/2025/(79)/Fin, dated: 29/03/2025.
3. G.O(P) No. 139/2025/(93)/Fin, dated: 01/11/2025.
4. Circular No. 42/2021/(2)/FIN, dated: 30/04/2021.
5. Circular No. 37/2025/FIN, dated: 22/04/2025.
6. G.O (P) No. 172/2021/(8)/Fin dated 18/12/2021.

As per the G.O. read 1st above, the Government have issued orders revising the pay and allowances of State Government employees and teachers with effect from 01.07.2019. It was ordered therein that the arrears on account of the pay revision for the period from 01.07.2019 to 28.02.2021 would be credited to the Provident Fund (PF) account of employees in four equal installments of 25% each on 01.04.2023, 01.10.2023, 01.04.2024 and 01.10.2024. As per GO read 2nd and 3rd above detailed guidelines were issued for the payment of first, second, third and fourth installment of pay revision arrears to State Government employees and teachers.

Since instructions stipulated in GO read 2nd and 3rd above do not cover the case of disbursement of arrears related to the 2019 Pay Revision to the employees working in Local Self Government Institutions (LSGIs), Government are pleased to issue the following guidelines for disbursement of the arrears in respect of the employees working in LSGIs and drawing salary from the own fund of these institutions.

1) Case I: Employees who were drawing salary from consolidated fund for any period from 01/07/2019 to 28/02/2021; but drawing salary from own fund of LSGIs at the time of disbursement of arrears.

The entire amount of arrears for the period served in Government Departments will be paid from the Government office where the employee last worked and the arrears for the period in which the employee worked in LSGI(s) will be paid by the respective LSGIs.

2) Case II: Employees who were drawing salary from the own fund of LSGIs for any period between 01.07.2019 to 28/02/2021; but drawing salary from the consolidated fund at the time of disbursement of arrears.

If the employee drawn salary for the entire period between 01.07.2019 and 28.02.2021 from the own fund of a particular LSGI, the entire amount of arrears will be paid by the LSGI concerned. Even if the employee worked in more than one LSGI for any period between 01.07.2019 to 28/02/2021, the arrears pertaining to each LSGI will be paid by the LSGI where the employee worked immediately prior to 01/03/2021.

3) Case III: Employees who drawn salary from the own fund of a particular LSGI(s) for any period between 01.07.2019 to 28/02/2021; but drawing salary from the own fund of another LSGI at the time of disbursement of arrears.

The amount of arrears due from each LSGI will be paid by the LSGI where the employee worked immediately prior to 01/03/2021.

4) Case IV: LSGI Employees who were on deputation under a foreign employer for any period between 01.07.2019 to 28/02/2021; but drawing salary from the own fund of the same or another LSGI at the time of disbursement of the arrears.

The amount of arrears will be paid by the LSGI under which the employee is working at the time of disbursement of arrears or on the date of disbursement. The LSGI shall claim the actual amount so paid or due to be paid in respect of each employee along with the due-drawn statement, from the foreign employer(s). The foreign employer(s) should remit the amount claimed by the LSGI within two weeks from the date of receipt of such claims.

5) Case V: Employees who were drawing salary from the own fund of LSGIs for any period between 01.07.2019 to 28/02/2021; but on deputation under a foreign employer at the time of disbursement of arrears

Amount of arrears due from each LSGI will be paid by the LSGI where the employee worked immediately prior to 01/03/2021.

6) Case VI: LSGI Employees who were on deputation for any period between 01.07.2019 to 28/02/2021 and thereafter served in LSGI/LSGIs and proceed on further deputation at the time of disbursement of arrears

The entire amount of arrears will be paid by the LSGI where the employee worked immediately prior to 01.03.2021 and the LSGI shall claim the amount from the foreign employer as directed in case IV above.

7) Case VII: LSGI Employees who were on deputation under a foreign employer for any period between 01.07.2019 to 28/02/2021 and continue on deputation on the date of disbursement of arrears.

Amount of arrears will be paid by the LSGI where the employee last worked subject to remittance of the arrears calculated by the foreign employer as stipulated at clause (2) of Circular No. 42/2021/(2)/FIN dated 30/04/2021, to the account of the LSGI concerned.

8) Case VIII : Employees who retired from service on or after 01/06/2021 to till date.

The conditions specified above shall be applicable to the retired employees also in the case of disbursal of arrears in respect of the XIth Pay Revision.

9) Case IX : In the case of employees coming under NPS

The DDOs should ensure that necessary deductions are effected towards NPS contribution from the Pay Revision arrears as specified in GO read 6th above.

10) All other conditions / directions for payment / disbursal of arrears of the XI PR issued vide G.O(P) No. 38/2025/(79)/Fin dated 29/03/2025, G.O(P) No. 139/2025/(93)/Fin dated 01/11/2025, Circular No. 42/2021/(2)/FIN dated 30/04/2021 and Circular No. 37/2025/Fin dated 22/04/2025 will be applicable in cases of the employees mentioned above.

AHAMMED KABEER Y
ADDITIONAL SECRETARY

To:

The Principal Accountant General (A&E), Kerala,Thiruvananthapuram
The Accountant General (Audit II), Kerala, Thiruvananthapuram
The Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government.

All Heads of Departments & Offices etc.
The Director of Public Relations
All Department and all Sections of the Secretariat
The Secretary, Kerala Public Service Commission
The Registrar, All Universities
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The Secretary to Governor
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