

GOVERNMENT OF KERALA

Abstract

PAY REVISION 1983 – LIBERALISED SCHEME OF TIME BOUND HIGHER GRADE
PROMOTION – FIXATION OF PAY IN THE HIGHER GRADE –
GUIDELINE ISSUED.

FINANCE (PRC-A) DEPARTMENT

G.O.(P) 1032/87/(176) FIN.

Dated, Trivandrum 3rd December 1987.

Read:- 1. G. O. (P) 1041/79/ (142)/Fin. dated 27-11-1979.
2. G. O. (p) 515/85/Fin dated 16-9-1985

ORDER

Under the liberalised scheme of time bound higher grade/ cadre non – cadre promotion sanctioned in para 10 of the general pay revision Order G.O. (P) 515/85/Fin. dated 16-9-1985, the higher grade to be sanctioned for a category in the normal course will be the scale of pay of the next promotion post in the direct line of promotion subject to the requirement of qualification. While assigning the higher grade, only qualified hands ie. Those possessing the qualifications prescribed for the promotion post will get the scale of pay of regular promotion post. Unqualified hands will get an appropriate lesser scales of pay to be fixed by Government . According to the norms now followed for fixation of higher grade, unqualified hands are assigned the scale of pay next above the scale of pay of their post in the list of standard scales of pay as the higher grade.

2. According to the orders in the G.O. Ist cited initial fixation of pay in the time bound higher grade is done as provided for under rule 28 –A, part I K.S.R. but no re-fixation of pay as contemplated in the rules is permissible.

3. An employee having a lower scale of pay than that of his promotion post as higher grade may subsequently become fully qualified for the promotion post and resultantly re-fixation of his higher grade in the scale of his promotion post is done. Such an employee may subsequently get regular promotion in the post which carries the same scale of pay as that of his higher grade. Heads of Departments and other controlling officers have sought clarification on the manner of fixation of pay in the intermediary higher grade to the regular higher grade and then in the regular promotion post. Government have examined the matter and they are pleased to issue the following guidelines.

(i) When an employee in an intermediary higher grade is assigned the regular higher grade of his promotion post, the up gradation of his higher grade does not involve any higher responsibilities or duties. Therefore, the fixation of pay in the revised higher grade has to be made under rule 30 Part I, K.S.R.

(ii) When the same employee gets promotion, the scale of pay of his higher grade and promotion post are the same and no fixation of pay is necessary in the normal course. However, if a fixation of pay in the promotion post applying rule 28-A, Part I, Kerala Service Rules with reference to the pay he would have drawn in the lower post but for

assignment of any higher grade is beneficial to him, it can be done. Refixation of pay contemplated under the above rule related to the pay in the lower post will also be permissible. The above protection follows from the fact that an employee cannot be deprived of the right if initial fixation and re-fixation of pay under the service rules on his promotion on a regular basis.

4. An illustration is given in the annexure to facilitate easy understanding of the manner of fixation of pay outlined above. The Heads of Departments and other Controlling Officers are requested to ensure that fixation of pay in time bound higher grades are done only in accordance with the guidelines indicated above. If in any case fixation of pay has been done contrary to the manner specified above such erroneous fixation will be rectified and the excess pay drawn will be recovered.

5. These orders will take effect from 16-9-1985, the date on which the liberalized scheme of time bound higher grade promotion sanctioned in the G.O. read as second paper above came into force.

By order of the Governor,
R. NARAYANAN,
Commissioner & Secretary (Finance)

To

The Accountant General (A&E) Kerala, Trivandrum
The Accountant General (Audit) Kerala, Trivandrum
All Heads of Departments
All Departments, (All Sections) of the Secretariat
The Secretary, Kerala Public Service Commission (with C.L)
The Registrar, University of Kerala/Cochin/Calicut (with C.L)
The Registrar, Gandhiji University (with C.L)
The Registrar, Kerala Agricultural University, Trichur (with C.L)
The Advocate General, Ernakulam (with C.L)
The Secretary, Kerala State Electricity Board, Trivandrum (with C.L)
The General Manager, Kerala State Road Transport Corporation,
Trivandrum (with C. L)
The Secretary to Governor
The private Secretaries to the Chief Minister, and other Ministers
The P.A. to the Speaker
The Private Secretary to the Government Chief Whip
The Private Secretary to the Leader of Opposition (Room No. 28,
Legislator's Hostel (Old Block), Trivandrum
The Deputy Secretary to the Chief Secretary.

Illustration:

(a) A Lower Division Clerk drawing basic pay of Rs. 790 in the scale of Rs. 640-1000 completes ten years of service on 1-10-1985. He does not possess the requisite test qualification for promotion as Upper Division Clerk and so he is assigned higher grade in the scale of pay of Rs. 660—1050-. Applying rule 28 –A Kerala Service Rule, Part I his pay is fixed on 1-10-1985 as under :

Basic pay in the lower post	Rs. 790
Basic pay+ one notional increment in Rs. 640-1000	Rs. 790+ Rs. = Rs. 805
Pay fixed at next stage in Rs. 660-1050	: Rs. 810

- (b) On his acquiring test qualification for promotion as Upper Division Clerk he is assigned revised higher grade in the scale of pay of Rs. 740-1245 with effect from 1-1-1986. Under rule 30 K.S.R, Part I his pay is fixed as follows.

Basic Pay	Rs: 810
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As Rs. 810 is not a stage in the scale, pay is fixed at the lower stage Rs. 800 and the difference of Rs. 10 treated as personal pay to be also in future increase of pay.

- (c) He gets regular promotions as Upper Division Clerk on 1-12-1986. The scales of pay of his higher grade and the promotion post are the same and so fixation of pay based on the pay in the higher grade is not permissible. But his pay on regular promotion can be refixed related to the pay he would have drawn but for assignment of higher grades applying rule 28 – A.

Pay he would have drawn on 1-12 1986 in the Post of Lower Division Clerk.	Rs. 805
Pay + one notional increment (Rs.805+Rs.15)	: Rs. 820
Pay fixed at next stage in Rs. 740-1245	: Rs. 840

- (d) Refixation of pay under rule 28 A when he earns an increment in the post of Lower Division Clerk on 1-7-1987 and this pay in that post becomes Rs.820.

Basic pay in Rs. 640-1000	: Rs. 820
Pay + one notional increment in the above scale	: Rs. 840
Pay refixed in the scale of Rs. 740-1245 at Next stage	: Rs. 860
