

(x)	The monthly remuneration received by each of its officers and employees, including the system of compensation as provided in its regulations;
	<p>The officers and employees working under the Social Forestry Wing of the Kerala Forest Department receive their monthly remuneration in accordance with the pay scales and allowances prescribed by the Government of Kerala from time to time. The remuneration structure is governed by the provisions of the Kerala Service Rules (KSR), Kerala State and Subordinate Service Rules (KS&SSR), and related Government Orders issued periodically.</p> <p>1. System of Compensation</p> <ul style="list-style-type: none"> • Basic Pay: Determined as per the Government-approved pay scale corresponding to the cadre and service category of each officer/employee.

- **Allowances:**

In addition to basic pay, officers and employees are eligible for various allowances, including:

- Dearness Allowance (DA)
- House Rent Allowance (HRA)
- City Compensatory Allowance (CCA), where applicable
- Travelling Allowance (TA)
- Other special allowances notified by the Government

- **Annual Increments:**

Granted as per the Kerala Service Rules, subject to satisfactory performance and conduct.

- **Promotion and Pay Fixation:**

Executed as per existing service rules, departmental promotion procedures, and applicable Government Orders.

- **Retirement Benefits:**

Officers and employees are eligible for pension, gratuity, leave surrender benefits, and other retirement-related entitlements as per Government regulations.

2. Cadre-wise Categories of Officers and Employees

The Social Forestry Wing consists of officers and staff functioning under different hierarchical levels as shown below:

A. Senior Management Level

- Additional Principal Chief Conservator of Forests (Social Forestry) or Chief Conservator of Forests (Social Forestry)

B. Middle Management Level

- Conservator of Forests (Social Forestry)
- Deputy Conservator of Forests / Divisional Forest Officer (Social Forestry)

C. Field Management Level

- Assistant Conservator of Forests (Social Forestry)
- Range Forest Officer (Social Forestry)

D. Field Execution Level

- Section Forest Officer
- Beat Forest Officer
- Forest Guards / Watchers (where applicable)

E. Administrative and Support Staff

- Ministerial staff (Administrative Officers, Clerks, Typists)
- Technical staff (Drivers, Survey Assistants, etc.)
- Other support personnel as sanctioned

3. Transparency in Pay Structure

- The pay details of each category of officers and employees are maintained in the Establishment Section of the Social Forestry Headquarters and in the respective district and field offices.
- Pay and allowances are drawn and disbursed through **SPARK (Service and Payroll Administrative Repository for Kerala)**, the Government of Kerala's integrated payroll and personnel management system.
- Any revision in pay or allowances is implemented strictly in accordance with the **Pay Revision Orders (PROs)** issued by the Government from time to time.