



GOVERNMENT OF KERALA

FINANCE DEPARTMENT

**GOVERNMENT ORDER ON
THE RECOMMENDATIONS OF
THE TENTH PAY REVISION COMMISSION ON
REVISION OF PAY AND ALLOWANCES OF
UNIVERSITY EMPLOYEES OF THE STATE**

G.O.(P) No.10/2016/Fin. Dated 21/01/2016

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GOVERNMENT OF KERALA

Abstract

Revision of Pay and Allowances of University Employees of the State—
Recommendations of the Tenth Pay Revision Commission—Implementation—
Orders issued.

FINANCE (PRC-D) DEPARTMENT

G.O. (P) No.10/2016/Fin. Dated, Thiruvananthapuram, 21st January, 2016

Read :- 1. G.O.(Ms) No.583/2013/Fin Dated 30/11/2013
2. G.O.(Ms) No.79/2014/Fin Dated 22/02/2014
3. G.O.(Ms) No.358/2015/Fin Dated 13/08/2015
4. G.O.(P) No.07/2016/Fin Dated 20/01/2016

ORDER

Government vide the Orders read as 1st and 2nd papers above entrusted the 10th Pay Revision Commission to suggest modifications, if found necessary, for the revision of pay and allowances of posts under Universities except those posts covered by UGC/AICTE/Central Schemes.

2. The Pay Revision Commission submitted its report to Government in two parts— Part I of the Report on 13/07/2015 and Part II of the Report on 31/12/2015. As per the Government Order read as 3rd paper above, Government have constituted a Cabinet Sub Committee to study and submit suggestions on the recommendations of the Pay Revision Commission. The Cabinet Sub Committee, after detailed examination of Part I of the Report, has submitted its recommendations. After carefully considering the recommendations, Government have issued orders revising pay and allowances of State government employees and teachers including Part Time Contingent Employees vide G.O. read as 4th paper above. Accordingly, Government are pleased to issue orders as contained in the subsequent paragraphs revising pay and allowances of posts

under Universities except those covered by AICTE/UGC/Central Schemes.

Revised Scales of Pay

3. The existing scales of pay will be revised as shown in the Annexure-I to this Government Order. The revised scales will come into force from 01/07/2014. The revised scales of pay of different categories of posts in various Universities are shown in Annexure-V.

4. The revised scale of pay assigned to any post on the basis of any personal scale of the incumbent appointed against such post should not be treated as the revised scale of pay of the sanctioned post but only as the incumbent's personal scale.

5. The rules for fixation of pay in the revised scales of pay are given in Annexure-II. Some illustrations for fixation of pay are shown in Annexure-II A. Proforma for statement of fixation of pay in the revised scales of pay is given in Annexure-II B.

Ratio/Percentage Based Grade Promotions

6. The existing and the modified ratio/percentage based grade promotions to various categories of posts are indicated at the appropriate places under Common Category and each University in Annexure-V. The asterisks assigned adjacent to each category will have meaning assigned in the foot note at the end of each schedule. The existing ratio/percentage based grade will continue unless modified in this Order. The modified ratio/percentage based grade promotion will have effect from 01/04/2016.

Time Bound Higher Grade Promotion scheme

7. The existing time span of 8,15,22 years for allowing Time Bound Higher Grade (TBHG) promotion will continue. The existing time span of 27 years for accruing 4th TBHG will continue and this grade is limited to employees coming under the scales of pay ranging from 16500-35700 to 19000-43600. Revised rules for allowing TBHG promotions are incorporated in Annexure III. The date of effect of the same will be 01/02/2016.

Stagnation Increment

8. The existing scheme of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be five, out of which four will be annual

and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed the maximum of the master scale of Rs. 1,20,000.

Dearness Allowance

9. The rates of Dearness Allowance on revised scales of pay allowed to State government employees from time to time will be applicable to employees in the Universities also. The rates of DA on revised scales of pay with effect from 01/07/2014 will be as follows:

Date	Rate of DA	Total DA
01/07/2014	0%	0%
01/01/2015	3%	3%
01/07/2015	3%	6%

House Rent Allowance

10. The revised rates of House Rent Allowance payable under different pay ranges and classification of cities/places are as shown below:

Sl. No	Pay Range	B2 Class Cities & above	Other Cities/Town	Other places
1	16500-26500	1500	1250	1000
2	27150-42500	2000	1500	1250
3	43600-68700	2500	1750	1500
4	70350 & above	3000	2000	1750

Notes:

1. B2 class city and above for the purpose of HRA means the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur.
2. Institutions situated within a radius of 3 kilometres from Civil Station Kakkanad, and in the case of other cities (mentioned in Note 1) within 1 Kilometre will be considered as B2 Class city and above for the purpose of granting House Rent Allowance and City Compensatory Allowance.
3. Other Cities and Towns include all other Municipal areas and townships as well as District and Taluk headquarters not coming under B2 class city & above.

Rent Recovery

11. Rent at the following rates will be recovered from employees residing in university quarters with effect from 01.02.2016.

Range	Rate
Those who are in the scale of pay up to 32300-68700	No recovery
Those who are in the scale of pay of and above 35700-75600	2% of basic pay

Note:

For employees who do not come under the State Government scales of pay (e.g. All India Service Officers, those on UGC/AICTE scale), existing orders and rates will continue

City Compensatory Allowance

12. The revised rates of City Compensatory Allowance allowed for employees working in the offices located in the B2 Class cities will be as follows:

Pay Range	Amount (Rs.)
16500-26500	350
27150-42500	400
43600-68700	450
70350 & above	500

Spectacle Allowance

13. The cost incurred towards the purchase of spectacles will be reimbursed subject to a maximum of Rs.1200. Reimbursement will be allowed once in five years.

Education Allowance to the Parents having differently abled children

14. The rate of Education Allowance admissible to parents who have mentally/physically challenged children studying in general schools and special schools will be enhanced to Rs.600 per month. The other existing conditions for the admissibility of this allowance will continue.

Special Allowance to differently abled employees

15. The rate of Special Allowance admissible to differently abled employees is revised to Rs.800/- per month. The existing conditions for sanctioning the allowance will continue.

Child Care Allowance

16. Child care allowance admissible to female employees and single parent male employees (wife expired/legally divorced) having mentally/physically challenged child/children will be revised to Rs.1500/- per month, and the annual ceiling for each child is fixed at Rs.18000/-. The conditions for availing the allowance in government will be applicable.

Allowances

17. In the case of different allowances which are prevailing in Universities, the rates applicable to State Government employees vide G.O read as 4th paper above will be applicable to university employees also in eligible cases. Separate orders specifying such allowances should be issued by the Universities concerned to this effect.

Travelling Allowance

18. (1) **Classification of employees:-** For the purpose of travelling allowance, University employees are classified into the following four grades:

Grade I	All employees who draw an actual basic pay of Rs.50400
Grade II (a)	Employees with actual basic pay of Rs.42500 and above, but below Rs.50400
Grade II (b)	Employees with actual basic pay of Rs.27800 and above, but below Rs.42500.
Grade III	Employees with actual basic pay of Rs.18000 and above, but below Rs.27800
Grade IV	Employees with actual basic pay below Rs.18000

Note: For this purpose, basic pay includes Personal Pay.

(2) **Class of travel:-** The eligible class of travel by train for each grade will be as follows.

Grades	Eligible class
Grade I	II AC
Grade II (a)	I Class. If the train doesn't have I Class, II AC.
Grade II (b)	III AC. If the train does not have III AC, I Class.
Grade III	II Class
Grade IV	II Class

(3) **Air Journey:-** Officers in the revised scale of pay of Rs.55350-101400 and above will be eligible for air journey.

(4) **Mileage Allowance:-**Mileage Allowance for road journey will be enhanced to Rs.2 per Kilometre for all grades of officers.

(5) **Incidental Expenses (Road/Rail/Air journeys):-**The revised rates of incidental expenses for rail/road/air journey will be as follows.

Grades	<u>Road/Rail</u> Rate (Rs) per Km	<u>Air</u> Rate per journey
Grade I	0.80	Limited to 1 Daily Allowance
Grade II (a)	0.60	
Grade II (b)	0.50	
Grade III	0.50	
Grade IV	0.50	

(6) **Daily Allowance:-**The revised rates of Daily Allowance for different grades of employees are as follows.

Grades	Inside State (Rs.)	Outside State (Rs.)
Grade I	400	550
Grade II (a)	320	450
Grade II (b)	320	450
Grade III	250	350
Grade IV	250	350

(7) **Classification of University employees for carrying personal effects on transfer:-**The classification of University employees for the purpose of carrying

personal effects on transfer will be as follows:-

SI. No.	Category of employees	Weight (kg)
1	Employees whose actual basic pay is Rs.50400 and above	3000
2	Employees whose actual pay is Rs.27800 and above but below Rs.50400	2000
3	All other Employees	1500

(8) **Loading and unloading charges for journeys on transfer:-** The revised loading and unloading charges admissible to different grades of University employees for journeys on transfer will be as follows.

Grades	Rate (Rs)
Grade I	800 at each end
Grade II (a)	450 at each end
Grade II (b)	450 at each end
Grade III	400 at each end
Grade IV	400 at each end

(9) **Reimbursement of room rent:-**The revised rates of reimbursement of room rent admissible to University employees for stay outside the State subject to the production of voucher are given below:

Grades	New Delhi, Mumbai, Kolkata, Chennai (Rs.)	Other Cities/Towns outside State (Rs.)
Grade I	2000	1500
Grade II (a)	2000	1500
Grade II (b)	1600	1000
Grade III	1600	1000
Grade IV	1100	1000

(10) **Taxi fare for Grade I Officials:-** Grade I Officials travelling to metropolitan cities and other larger cities are allowed to hire taxies as in the case of Government of India Officials. They are entitled to taxi fare at the rates fixed by

Government from time to time for journeys on tour from residence to airport/railway station/bus stand and back. The existing status will continue.

(11) **Auto Rickshaw/Taxi fare for journeys on tour:-**Auto rickshaw/Taxi fare at the rate fixed by the Government from time to time will be allowed. Maximum number of such journeys allowed a day will be two (plus one journey per tour from residence to airport/railway station/bus stand and one journey from airport/railway station/bus stand to residence) limiting the maximum distance of single journey as 15 kilometre as per rate fixed by Government from time to time.

(12) **TA Ceiling:-**The existing rates of monthly/quarterly TA ceiling will continue until Government issue orders enhancing the same.

Medical Benefits

19. The existing scheme of medical reimbursement in the universities concerned will continue.

Surrender of earned leave

20. The existing system of surrender of earned leave for 30 days in a financial year will continue.

Part-Time Contingent Employees

21. (1) The existing scales of pay of various categories of Part-Time Contingent employees are revised as follows with effect from 01/07/2014.

Category	Existing Scale of Pay	Revised Scale of Pay
Category I	5520-120-6000-140-6700-160-7500-180-8400	10620-240-12300-260-13600-300-15100-340-16460
Category II	4850-110-5400-120-6000-140-6700-160-7500	9340-220-11100-240-12300-260-13600-300-14800
Category III	4250-100-4850-110-5400-120-6000-140-6700	8200-200-10000-220-11000-240-12300-260-13340

(2) The method of fixation of pay in the revised scales of pay is given in Annexure-IV. Some illustrations for fixation of pay are shown in Annexure-IV A.

(3) The existing scheme of granting one additional increment each on completion of qualifying service of 8,15,22 and 27 years will continue.

Note:-The additional increment will be granted on completion of qualifying

service and it will not affect the normal increment dates. The maximum number of such increment admissible shall be limited to one, two, three and four respectively on completion of 8,15,22 and 27 years of qualifying service including the benefit availed as per G.O(P) No.86/2011/Fin dated 26/02/2011.

(4) Part-Time Contingent employees will be given stagnation increment. Maximum number of stagnation increments allowed will be three, out of which two will be annual and the third one biennial.

(5) Part-Time Contingent employees working in designated cities shall be eligible for City Compensatory Allowance @ Rs.100 per month.

Applicability

22. The revised scales of pay and other benefits, sanctioned in this order, will be applicable to all University employees to whom State scales of pay apply. Those University employees who are not on the State scales of pay (e.g. Those on UGC/AICTE scale of pay) will get other benefits and allowances at the revised rates if they were entitled to such benefits and allowances before implementation of this Order.

Amendments to Rule 28A and 37(a) Part I KSR

23. As per the existing Rule 28 A Part I KSRs which took effect from 26.03.2006, where an Officer holding a post in a substantive, temporary or officiating capacity is promoted or appointed in a substantive, temporary or officiating capacity to another post carrying a higher time scale of pay, his initial pay in the higher time scale of pay shall be fixed at the stage next above the pay notionally arrived at in the lower time scale of pay by increasing the actual pay drawn by him in the lower time scale by one increment. A promotee is given the following options to elect the date on which his pay is to be fixed in the higher time scale of pay under Rule 28 A:

Option (a): Pay will be fixed in the higher time scale of pay on the date of promotion, under Rule 28 A.

Option (b): Pay on the date of promotion will be initially fixed at the stage of the higher time scale of pay of the promoted post next above the pay in the lower time scale. Thereafter fixation of pay under Rule 28 A will be allowed, based on the pay in the lower post on the date of increment in the lower post.

Prior to 26.03.2006, Rule 28 A Part I KSRs had operated without any options for

fixation of pay. It had allowed only initial fixation on the date of promotion and a re-fixation whenever there was a change of pay in the lower time scale.

24. The method of fixation of pay contemplated under Rule 28 A *ibid* as existed prior to 26.03.2006 will be restored with effect from 01.02.2016. Accordingly, where an officer holding a post in a substantive, temporary or officiating capacity is promoted or appointed in a substantive, temporary or officiating capacity to another post carrying a higher time-scale of pay, his initial pay in the higher time-scale of pay shall be fixed at the stage next above the pay notionally arrived at in the lower time-scale of pay by increasing the actual pay drawn by him in the lower time-scale by one increment. A re-fixation of pay will be allowed whenever there is a change of pay in the lower time-scale. Fixation of pay will be done as above in respect of promotions/appointments taking effect from that date onwards. However, Rule 28 A Part I will not apply to promotions/appointments to posts carrying higher time scale of pay, the minimum of which exceeds Rs.68700. In such cases fixation will be allowed under Rule 37 (a), Part I KSRs.

25. In all cases of Time Bound Higher Grade promotions to higher scales of pay, the existing practice of fixation of pay under Rule 28 A Part I KSRs will continue without the option facility. Detailed guidelines for fixation of pay are shown in Annexure III.

26. In all cases of regular promotions from time bound grades to posts (equivalent to that of the grade post) carrying the same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rule 30 Part I KSRs. The next increment in the same or higher scale will fall due on the date of increment in the time bound grade scale.

27. Where promotion/appointment by transfer to posts happen to have the same scale of pay of the feeder category posts, one advance increment will be granted to the incumbents appointed by promotion or by transfer to posts carrying the same scale of pay as the feeder category posts without prejudice to the normal increments. This

advance increment will not be granted in the case of promotion from time bound higher grade to a regular promotion post in the same scale of pay and in the case of appointment to interchangeable posts in the same scale of pay. This will take effect from 01.07.2014.

28. In the case of an officer who was promoted prior to 01.07.2014 and enjoyed the benefit of fixation of pay under Rule 28 A Part I KSRs on the date of increment in the pre-revised lower scale due after 01.07.2014 in terms of option (b), his pay in the revised scale of the promoted post on the date of increment in the pre-revised lower scale will be fixed at the stage next above the pay notionally arrived at in the promoted scale by increasing the actual pay drawn by him in that time scale by one increment.

Date of Effect

29. The date of effect of the revised scales of pay will be 01/07/2014. Revised pay will be admissible with the salary of February 2016 onwards. The date of effect of revised rates of monthly allowance will be 01/02/2016. Modified ratio/percentage based higher grade promotions, other periodical allowances will have effect from 01/04/2016. Modification to Rule 28A and 37(a), Part I KSR (*vide* Paras 23-28 above) will apply to promotions taking effect from 01/02/2016.

Arrears

30. The revised pay and allowances will be granted in cash from February 2016. The Universities may decide appropriately on payment of arrears on account of revision of pay and allowances.

31. The pay of all employees will be fixed in accordance with these orders by the Officers who draw and disburse their salary and got verified by the concerned Finance Officers of each University. Their pay fixation statement should be pasted in the Service Book after countersignature by the Drawing Officer

32. (1) Leave salary/Pension contribution based on the pay in the revised scale of pay will be recovered from 01/07/2014. Foreign employers will arrange the remittance at the revised rates from 01/07/2014.

(2) In the case of employees who come under National Pension System, the pension contribution on the basis of revised scale of pay will be recovered from the salary of February 2016 onwards.

33. Omissions / errors / inclusion of new category (temporary posts) if any, in respect of posts or scales of pay indicated in Annexure-V to this Order should be reported to Government by the Registrars of the Universities within a month positively from the date of this Order with relevant supporting documents for timely rectification. The Registrars of the Universities will be held responsible for any lapse in this regard.

34. The Registrars and other officers will check all cases of fixation of pay in the revised scales and indicate in the Service Books the fact of having checked the pay fixation. In case where fixation or grant of higher grade or payment of increased benefits is found to be incorrect, the inspecting officer should record the same in the Service Books concerned and instructions should be given to concerned officers to rectify the defects. In the universities where there are arrangements for audit by State Audit Department , the audit team shall review fixation of pay, verify the entries in the Service Book and record therein that such verification has been done.

35. Recoveries will be insisted upon where overpayments are made on account of wrong fixation. If an officer competent to fix pay under these orders or approve/countersign the pay fixation has any doubt regarding the application of these orders, he shall seek clarification of the Pay Revision Cell in the Finance Department in Government before approving the pay fixation and disbursing the pay.

36. Detailed orders on pension and other related benefits will be issued by Finance Department separately.

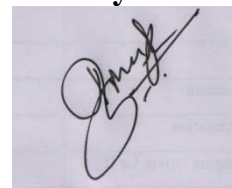
By Order of the Governor,

Dr. K.M. ABRAHAM
Additional Chief Secretary (Finance)

To

The Principal Accountant General (A&E), Kerala, Thiruvananthapuram
The Principal Accountant General (G&SSA) Kerala, Thiruvananthapuram
The Accountant General (E&RSA) Kerala, Thiruvananthapuram
All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and
Under Secretaries to Government
Higher Education Department
The Director, Kerala State Audit Department, Thiruvananthapuram (with C.L.)
The Registrar, University of Kerala (with C.L.)
The Registrar, Cochin University of Science & Technology (with C.L.)
The Registrar, University of Calicut (with C.L.)
The Registrar, Mahatma Gandhi University (with C.L.)
The Registrar, Kannur University (with C.L.)
The Registrar, Sree Sankaracharya University of Sanskrit (with C.L.)
The Registrar, Kerala Agricultural University (with C.L.)
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The Registrar, Kerala University of Fisheries and Ocean Studies
The Registrar, Kerala Veterinary & Animal Sciences University
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The Private Secretaries to Speaker, Deputy Speaker, The Leader of Opposition and
Government Chief Whip.
The Director of Public Relations, Thiruvananthapuram.
The Secretary to Governor
The Director of Treasuries, Thiruvananthapuram.
The Nodal Officer, www.finance.kerala.gov.in

Forwarded by Order,



Section Officer

Existing and Revised Scales of Pay

Scale No.	Existing scales of Pay (2009)	Revised Scales of Pay (2014)
1	8500-230-9190-250-9940-270-11020-300-12220-330-13210	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-35700
2	8730-230-9190-250-9940-270-11020-300-12220-330-13540	17000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500
3	8960-230-9190-250-9940-270-11020-300-12220-330-13540-360-14260	17500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-39500
4	9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-15780	18000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-41500
5	9940-270-11020-300-12220-330-13540-360-14980-400-16580	19000-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-43600
6	10480-270-11020-300-12220-330-13540-360-14980-400-16980-440-18300	20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-45800
7	11620-300-12220-330-13540-360-14980-400-16980-440-18740-500-20240	22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000
8	13210-330-13540-360-14980-400-16980-440-18740-500-21240-560-22360	25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000
9	13900-360-14980-400-16980-440-18740-500-21240-560-24040	26500-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-56700
10	14620-360-14980-400-16980-440-18740-500-21240-560-24040-620-25280	27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400
11	15380-400-16980-440-18740-500-21240-560-24040-620-25900	29200-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-62400

Scale No.	Existing scales of Pay (2009)	Revised Scales of Pay (2014)
12	16180-400-16980-440-18740-500-21240-560-24040-620-27140-680-29180	30700-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400
13	16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-31360	32300-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-68700
14	18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-33680	35700-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-75600
15	19240-500-21240-560-24040-620-27140-680-29860-750-32860-820-34500	36600-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-79200
16	20740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140	39500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-83000
17	21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-37040	40500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-85000
18	22360-560-24040-620-27140-680-29860-750-32860-820-36140-900-37940	42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-87000
19	24040-620-27140-680-29860-750-32860-820-36140-900-38840	45800-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-89000
20	29180-680-29860-750-32860-820-36140-900-40640-1000-43640	55350-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-101400
21	32110-750-32860-820-36140-900-40640-1000-44640	60900-1500-65400-1650-72000-1800-81000-2000-97000-2200-103600
22	36140-900-40640-1000-48640-1100-49740	68700-1650-72000-1800-81000-2000-97000-2200-108000-2400-110400

Scale No.	Existing scales of Pay (2009)	Revised Scales of Pay (2014)
23	40640-1000-48640-1100-57440	77400-1800-81000-2000-97000-2200-108000-2400-115200
24	42640-1000-48640-1100-57440-1200-58640	81000-2000-97000-2200-108000-2400-117600
25	44640-1000-48640-1100-57440-1200-58640	85000-2000-97000-2200-108000-2400-117600
26	46640-1000-48640-1100-57440-1200-59840	89000-2000-97000-2200-108000-2400-120000
27	48640-1100-57440-1200-59840	93000-2000-97000-2200-108000-2400-120000
Master Scale	8500-230-9190-250-9940-270-11020-300-12220-330-13540-360-14980-400-16980-440-18740-500-21240-560-24040-620-27140-680-29860-750-32860-820-36140-900-40640-1000-48640-1100-57440-1200-59840.	16500-500-20000-550-22200-600-25200-650-27800-700-29900-800-33900-900-37500-1000-42500-1100-48000-1200-54000-1350-59400-1500-65400-1650-72000-1800-81000-2000-97000-2200-108000-2400-120000.

Rules for Fixation of Pay in the Revised Scale of Pay

1. The revised scales of pay shall come into force with effect from 01/07/2014.
2. All employees who were in service as on 01/07/2014 shall come over to the revised scale of pay with effect from 01/07/2014. There will be no option.
3. All appointments and promotions made on or after 1/7/2014 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.

Existing emoluments

4. Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01/07/2014.
5. Existing emoluments for the purpose of these rules shall be the total of:
 - (a) Basic Pay in the existing scale of pay as on 01/07/2014, including increments, if any, accruing on 01/07/2014, Stagnation increments shall also be reckoned.
 - (b) Personal Pay, if any, not specifically ordered to be absorbed in future increase of pay.
 - (c) Special Pay drawn in lieu of higher time scale of pay, provided there is no special pay attached to the revised scale of pay
 - (d) Dearness Allowance admissible at the rate of 80% on such pay *vide* (a), (b) and (c) above.

Note:- Special pay, in addition to the pay drawn in the existing scale shall not be reckoned for fixation of pay in the revised scale.

Fitment Benefit and Service Weightage

6. To the existing emoluments computed above, shall be added an amount equal to 12% of basic pay in Rule 5(a) subject to a minimum of Rs.2000, towards Fitment Benefit and another amount equivalent to 1/2 % of basic pay specified in Rule 5(a) above, for each completed year of service subject to a maximum of 30 completed years, towards Service Weightage, provided the amount of Fitment Benefit and Service Weightage taken together shall not exceed Rs.12,000.

Note:- Service for the purpose of this rule means full time regular service including broken periods of service qualifying for normal increments in the

scale of pay. Time spent on leave not counting for normal increment shall not be reckoned. Service during the period of bar on increment, without cumulative effect will be reckoned. Prior regular service in State government, aided schools/colleges/polytechnics, Municipal Common Service, Panchayat Service and High Court of Kerala Service will also be reckoned.

7. The amount so arrived at under Rule 6 above shall be stepped up to the next stage in the revised scale of pay.

8. If the amount arrived at under Rule 6 above 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 leave salary, drawal of allowances including dearness allowance and pension.

Stepping up of pay of seniors

9. In cases, where a senior employee promoted to a higher post before 01/07/2014 (other than Time Bound Higher Grade), draws less pay in the revised scale than his junior promoted to the same higher post after 01/07/2014, the pay of the senior employee shall be stepped up to the level of the pay of the junior with effect from the date on which junior draws more pay, provided that

- (a) The senior and the junior employee should belong to the same category and should have been promoted to the same category of post.
- (b) The pre-revised and revised scale of pay of the lower and higher posts should be identical.
- (c) The senior employee at the time of promotion has been drawing equal or more pay than the junior.
- (d) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay and fixation rules.
- (e) The anomaly should not have arisen due to any advance increment granted to the junior in the lower post or due to the increased service weightage gained by the junior.

Note:-(i) If the junior employee was drawing more pay than the senior employee in the lower post in the pre-revised scale, the senior to such junior shall have no claim over the pay of the junior.

(ii) In case where pay of an employee is stepped up in terms of Rule 8 above, the next increment shall be granted after completing the required service of one year in the new scale from the date of stepping up of pay.

Increment

10. The date of increments of the employees shall not undergo any change consequent on switch over to the revised scale of pay, that is, increments will be granted on due dates as if one had continued in the pre-revised scale without waiting for one year from the date of Pay Revision. In the case of employees whose increments falls on 1st July 2014, next increment will due on completion of one year.

11. An employee whose increment is withheld for want of declaration of probation on 01/07/2014 will be allowed the benefit of fixation of pay on the basis of the pay actually drawn as on 01/07/2014 and he will continue on that pay till the date of effect of declaration of probation. However, the period during which increment is withheld will not be reckoned for computation of service weightage. The pay so fixed will be revised on declaration of probation, notionally counting the increment accrued but withheld. The period during which increment was withheld will also be counted for service weightage now. Monetary benefit of revised fixation will be admissible only from the effective date of declaration of probation. He will draw his next increment on the normal date.

12. In the case of employees who are on leave, or on deputation or under suspension on 1/7/2014, pay will be fixed as on the date of rejoining on duty on the basis of pay last drawn prior to 01/07/2014.

13. In the case of employees whose increment in the pre-revised scale is barred as punishment with cumulative effect, their pay in the revised scale will be fixed as on 01/07/2014 (if increment bar is in force on that date) on the basis of the pay they were drawing immediately before increment bar. They will be entitled to the pay at the same rate till the expiry of the period of increment bar. The next increment in the revised scale will be sanctioned after the expiry of the period of increment bar, subject

to Rule 10 of pay fixation rules.

14. In the case of employees whose increment in the pre-revised scale is barred as punishment without cumulative effect, their pay in the revised scale will be fixed as on 01/07/2014 (if increment bar is in force on that date) in the revised scale on the basis of the pay notionally arrived at by counting increment, in the pre-revised scale, for every completed year of service which would have been counted for normal increment, but for the punishment. But the remaining period of increment bar will not be counted for accruing the next increment in the revised scale, subject to Rule 10 of pay fixation rules.

15. In the case of employees whose pay in the pre-revised scale is reduced to a lower stage as penalty temporarily, their pay in the revised scale will be fixed as on 01/07/2014 (if increment bar is in force on that date) on the basis of the pay after reduction in the pre-revised scale. The next increment that will accrue in the revised scale in terms of Rule 10 of the above rules will be sanctioned only after the expiry of the remaining period of penalty.

16. In the case of employees whose pay in the pre-revised scale is reduced permanently to lower stage as penalty with the effect of postponing of future increments, their pay in the revised scale will be fixed on 01/07/2014 on the basis of reduced pay in the pre-revised scale. They will have to remain in that pay till expiry of period of reduction. The next increment that will accrue in the revised scale will be sanctioned only after expiry of the remaining period of penalty.

17. In the case of employees who are continuing on LWA on 01/07/2014, their pay will be fixed in the revised scale as on the date of return from leave on the basis of pay last drawn before entering on leave.

18. Registrars and officers concerned shall give proper guidance to fix the pay of all employees under them in the revised scales of pay within two months from the date of this order.

19. Registrars and officers concerned should see that the contents of the Pay Revision Order are communicated to their subordinates, including those who are on leave, deputation and foreign service. The fixation rules may be published in Notice Board.

Illustrations of Pay Fixation

(1) An employee with less than one year of service and drawing basic pay of Rs.8500 in the existing scale of pay (Date of entry in service: 01/08/2013).

1	Existing Scale of Pay		8500-13210
2	Basic Pay as on 01.07.2014		8500
3	DA at 80%		6800
4	Total (2+3)		15300
5	Fitment Benefit at 12% (minimum Rs.2000)	2000	
6	Service Weightage at ½ % per completed year (maximum 15%)	0	
7	Total of 5+6 (maximum Rs.12000)		2000
8	Total (4+7)		17300
9	Revised scale of pay		16500-35700
10	Pay fixed at next stage in the revised scale of pay		17500
11	Next increment on 01/08/2014		18000

(2) An employee having 8 years of service and drawing basic pay of Rs.19740 in the existing scale of pay (Date of last increment: 01/06/2014)

1	Existing Scale of Pay		16980-31360
2	Basic Pay as on 01.07.2014		19740
3	DA at 80%		15792
4	Total (2+3)		35532
5	Fitment Benefit at 12% (minimum Rs.2000)	2369	
6	Service Weightage at ½ % per completed year (maximum 15%)	790	
7	Total of 5+6 (Max. Rs.12000)		3159
8	Total (4+7)		38691
9	Revised scale of pay		32300-68700
10	Pay fixed at next stage in the revised scale of pay		39500
11	Next increment on 01/06/2015		40500

(3) An employee having 18 years of service and drawing basic pay of Rs.24040 in the existing scale of pay (Date of last increment: 01/04/2014)

1	Existing Scale of Pay		16980-31360
2	Basic Pay as on 01.07.2014		24040
3	DA at 80%		19232
4	Total (2+3)		43272
5	Fitment Benefit at 12% (minimum Rs.2000)	2885	
6	Service Weightage at ½ % per completed year (maximum 15%)	2164	
7	Total of 5+6 (Max. Rs.12000)		5049
8	Total (4+7)		48321
9	Revised scale of pay		32300-68700
10	Pay fixed at next stage in the revised scale of pay		49200
11	Next increment on 01/04/2015		50400

(4) An employee having 16 years of service and drawing basic pay of Rs.25280 in the existing scale of pay (Date of last increment: 01/07/2013)

1	Existing Scale of Pay		21240-37040
2	Basic Pay as on 01.07.2014		25900
3	DA at 80%		20720
4	Total (2+3)		46620
5	Fitment Benefit at 12% (minimum Rs.2000)	3108	
6	Service Weightage at ½ % per completed year (maximum 15%)	2072	
7	Total of 5+6 (Max. Rs.12000)		5180
8	Total (4+7)		51800
9	Revised scale of pay		40500-85000
10	Pay fixed at next stage in the revised scale of pay		52800
11	Next increment on 01/07/2015		54000

(5) An employee having 28 years of service and drawing basic pay of Rs.18300 in the existing scale of pay (Date of last increment: 01/09/2013)

1	Existing Scale of Pay		11620-20240
2	Basic Pay as on 01.07.2014		18300
3	DA at 80%		14640
4	Total (2+3)		32940
5	Fitment Benefit at 12% (minimum Rs.2000)	2196	
6	Service Weightage at ½ % per completed year (maximum 15%)	2562	
7	Total of 5+6 (Max. Rs.12000)		4758
8	Total (4+7)		37698
9	Revised scale of pay		22200-48000
10	Pay fixed at next stage in the revised scale of pay		38500
11	Next increment on 01/09/2014		39500

(6) An employee having 30 years of service and drawing basic pay of Rs.47640 in the existing scale of pay (Date of last increment: 01/11/2013)

1	Existing Scale of Pay		44640-58640
2	Basic Pay as on 01.07.2014		47640
3	DA at 80%		38112
4	Total (2+3)		85752
5	Fitment Benefit at 12% (minimum Rs.2000)	5717	
6	Service Weightage at ½ % per completed year (maximum 15%)	7146	
7	Total of 5+6 (Max. Rs.12000)	12863	12000
8	Total (4+7)		97752
9	Revised scale of pay		85000-117600
10	Pay fixed at next stage in the revised scale of pay		99200
11	Next increment on 01/11/2014		101400

(7) An employee having 33 years of service and drawing basic pay of Rs. 33680+ 4 stagnation increments @ 820/- in the existing scale of pay (Date of last increment: 01/12/2013)

1	Existing Scale of Pay		18740-33680
2	Basic Pay as on 01.07.2014		33680+3280
3	DA at 80%		29568
4	Total (2+3)		66528
5	Fitment Benefit at 12% (minimum Rs.2000)	4435	
6	Service Weightage at ½ % per completed year (maximum 15%)	5544	
7	Total of 5+6 (Max. Rs.12000)		9979
8	Total (4+7)		76507
9	Revised scale of pay		35700-75600
10	Pay fixed at next stage in the revised scale of pay		75600+907 PP
11	Next increment on 01/12/2014 (stagnation)		75600+1800 (1 st stagnation increment) +907 PP

(8) An employee having 32 years of service and drawing basic pay of Rs. 59840 in the existing scale of pay (Date of last increment: 01/12/2013)

1	Existing Scale of Pay		48640-59840
2	Basic Pay as on 01.07.2014		59840
3	DA at 80%		47872
4	Total (2+3)		107712
5	Fitment Benefit at 12% (minimum Rs.2000)	7181	
6	Service Weightage at ½ % per completed year (maximum 15%)	8976	
7	Total of 5+6 (Max. Rs.12000)	16157	12000
8	Total (4+7)		119712
9	Revised scale of pay		93000-120000
10	Pay fixed at next stage in the revised scale of pay		120000
11	Next increment on 01/12/2014		No further increment

Annexure-II B

STATEMENT OF FIXATION OF PAY IN THE REVISED SCALE
[G.O.(P) No.10/2016/Fin dated 21/01/2016]

1	Permanent Employee Number (PEN)	:	
2	Name (in block letters)	:	
3	Designation	:	
4	Post held as on 01-07-2014	:	
5	Date of Commencement of full time regular service	:	
6	Completed years of full time regular service as on 01-07-2014 (Ref. : Note below Rule 6 in Annexure II) *	:	
7	Existing Scale of Pay (in full) as on 01-07-2014	:	
8	Revised Scale of Pay(in full) as on 01-07-2014	:	
9. (a)	Basic pay in the existing scale of pay including increments/stagnation increments on the date of change over to the revised scale (Rule 5 (a)) of Annexure II)	:	
(b)	Personal Pay, if any, not specifically ordered to be absorbed in future increase of pay	:	
(c)	Special pay drawn in lieu of higher time scale of pay, provided there is no special pay attached to the revised scale <i>Note: Any other Special pay drawn, in addition to pay drawn in the existing scale shall not be reckoned for fixation in the revised scale.</i>	:	
(d)	DA admissible at the rate of 80% on pay as above	:	
10 (i)	Fitment Benefit (@ 12% of basic pay at 9(a) subject to a minimum of Rs. 2000)	:	
(ii)	Service Weightage (@ ½ % of basic pay at 9(a) for every completed year of service subject to a maximum of 15 %)	:	
11	Total of 10 (i) + (ii)(Maximum limit Rs. 12000)	:	
12	Total [(9) + (11)]	:	

13	Next stage <i>(The amount computed against item 12 may be stepped up to the next stage in the Revised scale)</i>	:	
14	Pay fixed in the revised scale **	:	
15 (i)	Date of Increment <i>(Next Increment will accrue on the date of increment in the pre revised scale)</i>	:	
(ii)	Pay on Accrual of Increment	:	
16	Remarks	:	

Station:
Date:

Signature:
Drawing Officer:
Name:
Designation:

Signature:
Countersigning Officer:
Name:
Designation:

*** Note:**
(Vide Item 6)

Service for the purpose of this rule means full time regular service including broken periods of service qualifying for normal increments in the scale of pay. Time spent on leave not counting for normal increment shall not be reckoned. Service during the period of bar on increment, without cumulative effect will be reckoned. Prior full time regular service in aided schools / colleges / polytechnics, Municipal Common Service, Panchayat Service and High Court of Kerala Service will also be reckoned.

**** Note:**
(Vide Item 14)

If the amount arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of the revised scale and the difference shall be treated as personal pay and will not be absorbed in future increase on pay on account of granting increments. This personal pay will count for all purposes viz. fixation of pay, calculation of leave salary, drawal of allowances and pension. If the amount computed is less than the minimum of the revised scale, pay shall be fixed at the minimum of the revised scale.

Scheme for Time Bound Higher Grade Promotion

1. Employees who remain in their entry posts in the scales of pay ranging from Rs. 16500-35700 to Rs. 19000-43600 will be granted four higher grades on completion of the following specified periods of service in their posts, subject to para 6 below:

- (1) The first Time Bound Higher Grade on completion of 8 years of service in the entry post.
- (2) The second Time Bound Higher Grade on completion of 15 years of service in the entry post by taken together the first regular promotion post/time bound higher grade.
- (3) The third Time Bound Higher Grade on completion of 22 years of total service in the entry post, by taken together the regular promotion post(s)/time bound higher grade(s).
- (4) A fourth Time Bound Higher Grade on completion of 27 years of total service in the entry post and the regular promotion post(s) /time bound higher grade(s) taken together.

2. Employees who remain in their entry post on scales of pay ranging from Rs.16500-35700 to Rs.26500-56700 will be granted Time Bound Higher Grades (TBHG) on completion of the period of qualifying service in their posts as follows with the scales of pay shown in TABLE – I below:

TABLE - I

Revised scale of pay in the entry post	1st TBHG in the entry post	2nd TBHG	3rd TBHG	4th TBHG
16500-35700	17000-37500	17500-39500	19000-43600	20000-45800
17000-37500	17500-39500	18000-41500	19000-43600	20000-45800
17500-39500	18000-41500	19000-43600	20000-45800	22200-48000
18000-41500	19000-43600	22200-48000	26500-56700	27800-59400

Revised scale of pay in the entry post	1st TBHG in the entry post	2nd TBHG	3rd TBHG	4th TBHG
19000-43600	22200-48000	26500-56700	27800-59400	30700-65400
20000-45800	22200-48000	26500-56700	27800-59400	NIL
22200-48000	25200-54000	26500-56700	30700-65400	NIL
25200-54000	26500-56700	30700-65400	32300-68700	NIL
26500-56700	27800-59400	30700-65400	32300-68700	NIL

3. Those on entry posts with pay scales ranging from Rs.27800-59400 to Rs.40500-85000 will be granted two time bound higher grades, the first on completion of 8 years of service in the entry post and the second on completion of 15 years of total service in the entry post and first promotion post/ higher grade taken together, as shown in Table II below:

TABLE - II

Revised scale of pay in the entry post	1st TBHG for 8 years of service in the entry post	2nd TBHG for 15 years of service
27800-59400	30700-65400	35700-75600
29200-62400	32300-68700	36600-79200
30700-65400	35700-75600	39500-83000
32300-68700	35700-75600	39500-83000
35700-75600	39500-83000	42500-87000
36600-79200	39500-83000	42500-87000
39500-83000	42500-87000	45800-89000
40500-85000	42500-87000	45800-89000

4. For direct recruits against posts carrying the scales of Rs.42500-87000 to Rs.55350-101400, one higher grade promotion in the scale as shown below will be given on completion of 8 years of service, as shown in Table III below:

TABLE III

Revised pay scale in the entry post	TBHG for 8 years of service in the entry post
42500-87000	45800-89000
45800-89000	55350-101400
55350-101400	68700-110400

5. For the incumbents in the posts on scales of pay above Rs.55350-101400 no Time Bound Higher Grade will be allowed.

6. If there is a regular promotion post (including ratio promotion post) in respect of the categories of posts (entry) coming under pay range from Rs.16500-35700 to Rs.32300-68700 and its scale of pay is higher than the Time Bound Higher Grade proposed above, then the qualified incumbent will be given the scale of pay of the regular promotion post in the direct line of promotion as Time Bound Higher Grade scale. (While assigning higher grade, only qualified hands eligible for regular promotion will get the scales of pay of regular promotion posts). In cases where there exist no such immediate regular promotion post under common category in a department, the scale of pay of immediate regular promotion post as shown in the schedule of posts under common category as per Special Rules alone will be admissible as grade scale (i.e. in case where there are only Junior Superintendent post and no intermediary post of Head Clerk in a department, a UD Clerk will be eligible for higher grade in the scale of pay of Head Clerk only). Unqualified hands will be allowed the next higher scale of pay above that of the scale of pay of the post held at that time, in the standard scales of pay in Annexure I.

7. If the scale of pay of the regular promotion post is lower than the Time Bound Higher Grade proposed in the Table, the scale of pay of Time Bound Higher Grade specified above will be given on completion of prescribed years of qualifying service by reckoning the total service in both the lower post and promotion post taken together. In such cases the fixation under Rule 30, Part I KSRs will be admissible and the next increment will be allowed on the normal increment date in the earlier promoted post.

8. In all cases of regular promotions from Time Bound Higher Grades to post (equivalent to that of the grade post) carrying the same or higher time scale of pay, the pay in the promoted scale will be fixed in terms of Rule 30, Part I KSR. The next increment in the same or higher scale will fall due on the date of increment in the Time Bound Higher Grade post. This is applicable only to an officer promoted from Time Bound Higher Grade to the equivalent regular promotion post on the same or higher scale of pay which is in the regular line of promotion of the post held by him. In the case of an officer promoted or appointed 'by transfer' to a post which is not equivalent to the Time Bound Higher Grade enjoyed by him and carries lower, same or higher scale of pay, fixation of pay will be made under the appropriate rules of fixation of pay in KSRs.

9. In respect of categories of post coming under the pay scale ranging from Rs.35700-75600 to 40500-85000 the Time Bound Higher Grade will be as specified in Table II. Scales of pay of regular promotion post will not be given in these cases. This is applicable in the case of employee enjoying scale of pay 35700-75600 and above whether by regular promotion or by Time Bound Higher Grade.

10. In the case of an employee enjoying the Time Bound Higher Grade Promotion in the pre-revised grade scale his revision shall be done only in the eligible Time Bound Higher Grade scale. Corresponding revised scale of pre-revised grade scale (as per Annexure I) will not be allowed in such case.

11. In the case of Time Bound Higher Grade promotion the pay in the higher time scale will be fixed in terms of Rule 28 A Part I KSR i.e. one notional increment will be given and thereafter the pay in the higher grade scale will be fixed at the next stage above the pay in the lower time scale, arrived after adding notional increment, as on the date of the higher grade promotion. However, he will draw his next increment in the grade scale on the date he would have drawn his normal increment in the lower scale. But in the case of an officer who got the benefit of more than two increments on

account of fixation of pay on sanction of higher grade, he will draw his next increment on completion of one year service in the grade scale. The existing option facility for Time Bound Higher Grade Promotion is withdrawn with effect from 01/02/2016. The fixation on Time Bound Higher Grade Promotion shall be done on the due date itself. The revised fixation rule will be made applicable for Time Bound Higher Grade promotion due on or after 01/02/2016.

12. In case the 15/22/27 year higher grades as per the Tables above are equal to or lower than the first/second/third promotion post as the case may be, that grade(s) will be modified and fixed at the next higher scale(s) above that of the promotion post(s) in the list of standard scales of pay in Annexure I

13. The service rendered in the entry post and reckoned for normal increments will be treated as the qualifying service for granting Time Bound Higher Grades in that post.

14. The term 'entry post' shall be defined as the post to which an employee is initially appointed in University service by direct recruitment by the competent authority. Appointments made, "by transfer" from other categories will also be treated as equivalent to direct recruitment for allowing the benefit of Time Bound Higher Grade. An employee who has been initially appointed in a post in one University gets appointment subsequently by direct recruitment or by other means in another post in the same /other University, his entry post will be the newly appointed post, in such cases Time Bound Higher Grade Promotion will be granted based on the new entry post only. Service in different posts having same scale will not be treated as qualifying service. Those who get regular promotion or appointment to higher posts within the period specified for each Time Bound Higher Grade will not be granted further Time Bound Higher Grade during that period.

15. All promotions in the regular line of promotion from University Subordinate Service to University Service (e.g. Section Officer from Assistant Section Officer, Assistant Engineer from First Grade Overseer, etc) are also termed as 'by transfer' appointment. However, further Time Bound Higher Grade promotion will not be granted by reckoning the service in the promoted posts (Section Officer, Assistant

Engineer etc) taken as entry post on analogy with by transfer appointment i.e. promotion to a post in the direct line of promotion in a University made on the basis of select list prepared by the Promotion Committee, will not be treated as direct recruitment for allowing the benefit of Time Bound Higher Grade. All appointment 'by transfer' except the promotions/appointments from University Subordinate Service to University Service as mentioned above will be treated as equivalent to direct recruitment for sanctioning Time Bound Higher Grade.

16. Those who relinquish regular promotion, whether permanently or for specified periods , will not be given the benefit of Time Bound Higher Grade promotions. Similarly, an employee who got the benefit of Time Bound Higher Grade promotion will on no account be permitted to relinquish regular promotion to that grade either permanently or for specified periods.

17. The employees in the entry scales of pay of Rs.17000-37500 and Rs.17500-39500 will be eligible for reckoning their last grade service also for allowing 22 years third Time Bound Higher Grade. This benefit will not be allowed to first, second and fourth Time Bound Higher Grades. The employees in the posts having the revised entry scale of Rs. 18000 - 41500 and above are also not eligible for this benefit.

18. All other existing general terms and conditions governing grant of Time Bound Higher Grade Promotions will continue subject to the modifications issued by Government from time to time.

Method of Fixation of Pay for Part-Time Contingent Employees

1. All the existing Part-Time Contingent employees in Universities will come over to the revised scales of pay on 01/07/2014.
2. The basic pay in the revised scale of pay will be fixed by adding the following items:
 - (i) Existing Basic Pay as on 01/07/2014, including increments due on 01/07/2014.
 - (ii) 80% of Dearness Allowance on (i) above.
 - (iii) Fitment Benefit of 12% of the existing basic pay as on 01/07/2014, and a Service Weightage @ $\frac{1}{2}\%$ for each completed years of service as on 01/07/2014, subject to a maximum of 15%. A minimum benefit of Rs.1250/- will be ensured.

The amount so arrived at shall be fixed at the immediate higher stage in the corresponding revised scale of pay.

Illustrations of Pay Fixation—Part Time Contingent Employees

1. Category I - Part Time Contingent employee having 28 years of service and drawing basic pay of Rs.7500 in the existing scale of pay (Date of last increment: 01/07/2013)

1	Existing Scale of Pay		5520-8400
2	Basic Pay as on 01.07.2014		7680
3	DA at 80%		6144
4	Total (2+3)		13824
5	Fitment Benefit at 12%	922	
6	Service Weightage at ½ % per completed year of service (maximum 15%)	1075	
7	Fitment Benefit + Service Weightage (5+6) (minimum Rs.1250)	1997	1997
8	Total (4+7)		15821
9	Revised scale of pay		10620-16460
10	Pay fixed at next stage in the revised scale of pay		16120
11	Next increment on 01/07/2015		16460

2. A Category II - Part Time Contingent employee having 2 years of service and drawing basic pay of Rs. 5070 in the existing scale of pay (Date of last increment: 01/07/2013)

1	Existing Scale of Pay		4850-7500
2	Basic Pay as on 01.07.2014		5070
3	DA at 80%		4056
4	Total (2+3)		9126
5	Fitment Benefit at 12%	608	
6	Service Weightage at ½ % per completed year of service (maximum 15%)	51	

7	Fitment Benefit + Service Weightage (5+6) (minimum Rs.1250)	659	1250
8	Total (4+7)		10376
9	Revised scale of pay		9340-14800
10	Pay fixed at next stage in the revised scale of pay		10440
11	Next increment on 01/12/2014		10660

3. Category III- Part-Time Contingent Employee having 8 years of service and drawing basic pay of Rs.4750 in the existing scale of pay (Date of increment: 01/07/2013)

1	Existing Scale of Pay		4250-6700
2	Basic Pay as on 01.07.2014		4850
3	DA at 80%		3830
4	Total (2+3)		8730
5	Fitment Benefit at 12%	582	
6	Service Weightage at ½ % per completed year of service (maximum 15%)	194	
7	Fitment Benefit + Service Weightage (5+6) (minimum Rs.1250)	776	1250
8	Total (4+7)		9980
9	Revised scale of pay		8800-13600
10	Pay fixed at next stage in the revised scale of pay		10000
11	Next increment on 01/07/2015		10220

SCHEDULE OF POSTS AND SCALES OF PAY**3. COMMON CATEGORIES**

	Designation	Existing Scale of Pay	Revised Scale of Pay
	UGC POSTS		
	STATUTORY OFFICERS		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations/Comptroller		
	Finance Officer		
	TEACHING STAFF		
	Professor	UGC	UGC
	Associate Professor/Reader		
	Assistant Professor		
	Director of Physical Education		
	Deputy Director of Physical Education		
	Assistant Director of Physical Education		
	OTHER OFFICERS		
	Programme Co-ordinator NSS	UGC	UGC
	Director of Student Welfare /Director of Student Services/Deans of Student Welfare		
	Directors (Planning, Computer Centre etc)		
	LIBRARY		
	Information Scientist	UGC	UGC
	University Librarian		
	Deputy Librarian		
	Assistant Librarian		
	NON- UGC POSTS		
	ADMINISTRATIVE WING		
	Joint Registrar	44640-58640	85000-117600
	Deputy Registrar	40640-57440	77400-115200

a	Assistant Registrar H.G.	36140-49740	68700-110400
	Assistant Registrar	24040-38840	45800-89000
b	Section Officer H.G	20740-36140	40500-85000
	Section Officer	18740-33680	36600-79200
c	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
TECHNICAL STAFF IN THE TEACHING DEPARTMENT			
	Scientific Officer	29180-43640	55350-101400
	Technical Officer Gr. I	22360-37940	42500-87000
	Technical Officer Gr. II	21240-37040	40500-85000
	Technical Assistant	19240-34500	36600-79200
LIBRARY			
	Reference Officer (HG)	20740-36140	39500-83000
	Reference Officer	18740-33680	35700-75600
	Reference Assistant(HG)	16980-31360	32300-68700
	Reference Assistant	14620-25280	27800-59400
	Library Attender	9190- 15780	18000-41500
COMPUTER WING			
	System Manager/ System Analyst	29180-43640	55350-101400
	Senior Programmer	22360-37940	42500-87000
	Junior Programmer	20740-36140	39500-83000
	Data Entry Operator	13210-22360	25200-54000
FAIR COPY WING			
b	Office Superintendent (HG)	20740-36140	40500-85000
	Office Superintendent	18740-33680	36600-79200
d	Computer Assistant (Sel. Grade)/ Typist cum Stenographer Sel. Gr.	16980-31360	32300-68700
	Computer Assistant(Sr. Grade)/ Typist cum Stenographer Sen. Gr.	16180-29180	30700-65400
	Computer Assistant Gr. I/ Typist cum Stenographer Gr. I	13900-24040	27800-59400
	Computer Assistant Gr. II/ Typist cum Stenographer Gr. II	10480-18300	20000-45800

	ENGINEERING/TECHNICAL WING		
	Director of Physical Plant/University Engineer/ Executive Engineer/Technical Officer/ Instrumentation Engineer/Maintenance Engineer	36140-49740	68700-110400
e	Assistant Executive Engineer/Technical Officer Gr. II/Junior Engineer/Junior Engineer Instrumentation (HG)	24040-38840	45800-89000
	Assistant Executive Engineer/Technical Officer Gr. II/Junior Engineer/Junior Engineer Instrumentation	21240-37040	40500-85000
	Assistant Engineer/ Head Draftsman/ Technical Officer	20740-36140	39500-83000
	Divisional Accountant	18740-33680	35700-75600
b	Overseer Gr. I/ Draftsman	13900-24040	26500-56700
	Overseer Gr. II	11620-20240	22200-48000
	Overseer Gr. III	9940- 16580	19000-43600
	Work Superintendent	9940- 16580	19000-43600
	Plumber cum Pump Operator/Pump Operator/Plumber	9190- 15780	18000-41500
	Electrician	9190-15780	18000-41500
	Line Helper /Electrical Helper/Lineman/Field Worker/Workshop Attender/Skilled Assistant/Semi Skilled Lab Attender/Electricity Worker/Workshop Attender	8730-13540	17000-37500
	PRINTING WING		
	Superintendent (University Press)	24040-38840	45800-89000
	Assistant Superintendent (University Press)	19240-34500	36600-79200
	Press Manager	18740-33680	35700-75600
	General Foreman	16980-31360	32300-68700
	Senior Foreman	16180-29180	30700-65400
	Junior Foreman (Composing/Printing/Binding)	15380-25900	29200-62400
	Assistant Foreman	15380-25900	29200-62400

	Senior Proof Reader	16180-29180	30700-65400
	Proof Reader Gr. I	15380-25900	29200-62400
	Computer Sr. Gr.	14620-25280	27800-59400
	Offset Printer	14620-25280	27800-59400
	Proof Reader/Proof Reader Gr. II	14620-25280	27800-59400
	Compositor/ Binder/Printer Sr. Gr.	14620-25280	27800-59400
	Computer Gr. I	14620-25280	27800-59400
	Mechanic (Press)	14620-25280	27800-59400
	Mechanic cum Electrician	13210-22360	25200-54000
	Senior Time Keeper	13210-22360	25200-54000
	Store Keeper	13210-22360	25200-54000
	Litho Printer/Litho Operator/Lino Operator/Mono Super Caster Operator	13210-22360	25200-54000
	Compositor/ Binder/Printer Gr. I	13210-22360	25200-54000
	Time Keeper	11620-20240	22200-48000
	LD Computator	10480-18300	20000-45800
	Copy Holder/Computer Gr. II	10480-18300	20000-45800
	Store Keeper(AWM)	10480-18300	20000-45800
	LD Binder/LD Printer/LD Compositor/LD Counter/Binder/Printer/Compositor/ Binder Gr. II	9940-16580	19000-43600
	Assistant Time Keeper	9940-16580	19000-43600
	Galley Press Man Gr. I	9190-15780	18000-41500
	Counter Gr. I/Packer Gr. I/ Galley Press Man Gr. II	8960-14260	17500-39500
	Counter Gr. II/Packer Gr. II/Lascar Gr. I/ Lascar Gr. II/ Lascar/ Packer/Gate Keeper	8730-13540	17000-37500

	TRANSPORT WING		
f	Driver Sel. Gr.	14620-25280	27800-59400
	Driver Sen. Gr	11620-20240	22200-48000
	Driver Gr. I	10480-18300	20000-45800
	Driver Gr. II	9190-15780	18000-41500
	Bus Conductor	9940-16580	19000-43600
	Bus Attendant	8960-14260	17500-39500
	Bus Cleaner	8500-13210	16500-35700
	PUBLICATION WING		
	Director of Publication/Publications	29180-43640	55350-101400
	SECURITY WING		
	Security Officer	20740-36140	39500-83000
	Assistant Security Officer/Sergeant	14620-25280	27800-59400
g	Head Security Guard	11620-20240	22200-48000
	Security Guard	9940-16580	19000-43600
	Gurkha/ Watchman	8500-13210	16500-35700

- a. Existing ratio 2:1 will continue.
- b. Existing ratio 1:1 will continue.
- c. Existing grade ratio 1:1:1 will continue.
- d. Existing grade ratio 1:1:1:1 will continue.
- e. Existing 1/3rd HG will continue.
- f. Existing ratio 1:1:1 among Driver Gr II, Gr I and Sen. Gr. will continue.
10% of the post of Driver Sen. Gr is placed as Driver Sel. Gr.
- g. Existing ratio 5:1 will continue.

4. UNIVERSITY OF KERALA

	Designation	Existing Scale of Pay	Revised Scale of Pay
	UGC Scheme	UGC	UGC
	Statutory Officers		
	Vice Chancellor		
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations		
	Finance Officer		
	<i>Teaching Staff</i>		
	Professor	UGC	UGC
	Associate Professor		
	Assistant Professor		
	<i>Library</i>		
	University Librarian	UGC	UGC
	Deputy Librarian		
	Assistant Librarian		
	<i>Other Officers</i>		
	Director (Planning, Computer Centre , CDC, Physical Edn)	UGC	UGC
	Assistant Director, Physical Education		
	ADMINISTRATIVE STAFF		
	Joint Registrar	44640-58640	85000-117600
	Deputy Registrar	40640-57440	77400-115200
a	Assistant Registrar H.G.	36140-49740	68700-110400
	Assistant Registrar	24040-38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of Pay
b	Section Officer H.G	20740-36140	40500-85000
	Section Officer	18740-33680	36600-79200
c	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
	Clerical Assistant	9190-15780	18000-41500
	Garden Maistry/ Duplicator Operator/ Roneo Operator/ Lab Assistant	9190-15780	18000-41500
a	Last Grade Employees (Peon/Office Attendant, Lascar, Packer, Oiling Asst. , Animal House Attender etc.)HG	8730-13540	17000-37500
	Last Grade Employees (Peon/Office Attendant, Lascar, Packer, Oiling Asst. , Animal House Attender etc.)	8500-13210	16500-35700
TECHNICAL STAFF IN THE TEACHING DEPARTMENTS			
	Scientific Officer	29180-43640	55350-101400
	Technical Officer Grade I	22360-37940	42500-87000
	Technical Officer Gr. II	21240-37040	40500-85000
	Technical Assistant	19240-34500	36600-79200
LIBRARY			
d	Deputy Librarian (Non-UGC)	29180-43640	55350-101400
d	Assistant Librarian Grade I(Non-UGC)	22360-37940	42500-87000
	Asst.Librarian Gr.II (Non-UGC)	20740-36140	39500-83000
	Reference Assistant	18740-33680	35700-75600
	Technical Assistant (Library)	16980-31360	32300-68700

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Library Assistant	14620-25280	27800-59400
COMPUTER WING			
	System Manager	29180-43640	55350-101400
	System Analyst	29180-43640	55350-101400
	Programmer	22360-37940	42500-87000
	System Administrator	20740-36140	39500-83000
	Technical Officer (Computer Wing)	20740-36140	39500-83000
FAIR COPY WING			
*	Pool Officer	22360-37940	42500-87000
b	Office Superintendent (HG)	20740-36140	40500-85000
	Office Superintendent	18740-33680	36600-79200
e	Computer Assistant (Sel. Grade)	16980-31360	32300-68700
	Computer Assistant(Sr. grade)	16180-29180	30700-65400
	Computer Assistant Gr.I	13900-24040	27800-59400
	Computer Assistant Gr.II	10480-18300	20000-45800
ENGINEERING/TECHNICAL WING			
	University Engineer	36140-49740	68700-110400
	Instrumentation Engineer	36140-49740	68700-110400
	Asst. Executive Engineer	21240-37040	40500-85000
	Junior Engineer / Scientist	20740-36140	39500-83000
	Asst. Engineer/ Head Draftsman / Assistant Engineer (USIC) / Technical Officer (USIC)	20740-36140	39500-83000
	Divisional Accountant	18740-33680	35700-75600
	Overseer Gr. I	13900-24040	26500-56700
b	Overseer Gr. II (Electrical)	11620-20240	22200-48000

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Electrician Gr. I	13900-24040	26500-56700
	Mechanic (USIC)/ Technician (USIC)/Mechanic Turner	13210-22360	25200-54000
i	Work Supdt. Gr. II	9940-16580	19000-43600
	Plumber	9190-15780	18000-41500
	Pump Operator	9190-15780	18000-41500
	Line Helper	8730-13540	17000-37500
	PRINTING PRESS		
	Superintendent	24040-38840	45800-89000
	Assistant Superintendent	19240-34500	36600-79200
	General Foreman	16980-31360	32300-68700
	Senior Foreman	16180-29180	30700-65400
	Junior Foreman	15380-25900	29200-62400
f	Senior Proof Reader	16180-29180	30700-65400
	Proof Reader Gr. I	15380-25900	29200-62400
	Proof Reader Gr. II	14620-25280	27800-59400
f	Computer Sr. Gr.	14620-25280	27800-59400
	Computer Gr. I	14620-25280	27800-59400
	Computer Gr. II	10480-18300	20000-45800
f	Compositor Sr. Gr.	14620-25280	27800-59400
	Compositor Gr. I	13210-22360	25200-54000
	Compositor Gr. II	9940-16580	19000-43600
f	Binder Sr. Gr.	14620-25280	27800-59400
	Binder Gr. I	13210-22360	25200-54000
	Binder Gr. II	9940-16580	19000-43600

	Designation	Existing Scale of Pay	Revised Scale of Pay
f	Printer Sr. Gr.	14620-25280	27800-59400
	Printer Gr. I	13210-22360	25200-54000
	Printer Gr. II	9940-16580	19000-43600
	Senior Time Keeper	13210-22360	25200-54000
	Time Keeper	11620-20240	22200-48000
	Assistant Time Keeper	9940-16580	19000-43600
	Galley Press Man Gr. I	9190-15780	18000-41500
	Galley Press Man Gr.II	8960-14260	17500-39500
	Counter Gr. I	8960-14260	17500-39500
	Counter Gr. II	8730-13540	17000-37500
	Offset Printer	14620-25280	27800-59400
	Mechanic-cum Electrician	13210-22360	25200-54000
	Mono Super Caster Operator	13210-22360	25200-54000
	Store Keeper (Press)	13210-22360	25200-54000
	Copy Holder	10480-18300	20000-45800
TRANSPORT WING			
g	Driver Sel. Grade	14620-25280	27800-59400
	Driver Sr. Grade	11620-20240	22200-48000
	Driver Grade I	10480-18300	20000-45800
	Driver Grade II	9190-15780	18000-41500
i	Conductor	9940-16580	19000-43600
PUBLICATION WING			
	Director of Publication	29180-43640	55350-101400
	Additional Director of Publication	29180-43640	55350-101400

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Store Keeper (Publication)	18740-33680	35700-75600
	Publication Officer	16180-29180	30700-65400
	LEXICON WING		
	Editor (Lexicon)	44640-58640	85000-117600
	Assistant Editor (Lexicon)	29180-43640	55350-101400
	Sub Editor (Lexicon)	21240-37040	40500-85000
	Lexicon Assistant	20740-36140	39500-83000
	Technical Assistant (Lexicon)	16180-29180	30700-65400
	Drafting Assistant (Lexicon)	16180-29180	30700-65400
	SECURITY WING		
	Security Officer	20740-36140	39500-83000
	Assistant Security Officer	14620-25280	27800-59400
h	Security Guard Hr. Gr.	11620-20240	22200-48000
	Security Guard	9940-16580	19000-43600
	HEALTH CENTRE & LAB		
	Residential Medical Officer	24040-38840	45800-89000
	Curator	20740-36140	39500-83000
	Technical Assistant/ Technical Assistant (Chemistry)	19240-34500	36600-79200
	Assistant Farm Supdt.	19240-34500	36600-79200
	Electron Microscopy Assistant	16180-29180	30700-65400
	Laboratory Mechanic	15380-25900	29200-62400
	Artist Photographer	15380-25900	29200-62400
	Glass Blower	11620-20240	22200-48000
	Nursing Supervisor	16180-29180	30700-65400

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Health Information Officer	16180-29180	30700-65400
	Radiographer	13900-24040	26500-56700
	Resident Nurse	13210-22360	25200-54000
	Pharmacist	11620-20240	22200-48000
	Medical Lab Technician	11620-20240	22200-48000
	Artist	13210-22360	25200-54000
	Laboratory Technician (Zoology)	13900-24040	26500-56700
	Laboratory Attender	9940-16580	19000-43600
	Section Cutter	9190-15780	18000-41500
	OTHER CATEGORIES		
	Public Relations Officer	22360-37940	42500-87000
	Population Information Officer	20740-36140	39500-83000
	Veterinary Doctor	20740-36140	39500-83000
	Accompanying Artist (Violin)	19240-34500	36600-79200
	Warden	16180-29180	30700-65400
	Coach/ Instructor of Indigenous Exercises	18740-33680	35700-75600
	Instructor (Mridangam)	18740-33680	35700-75600
	Store Keeper	18740-33680	35700-75600
	Records Officer	18740-33680	35700-75600
	Reception Officer	18740-33680	35700-75600
	Manuscript Assistant Gr. I	16180-29180	30700-65400
	Editorial Assistant (Journalism)	16180-29180	30700-65400
	Manuscript Assistant	13210-22360	25200-54000
	Graduate Field Assistant	13900-24040	26500-56700

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Scribe	9190-15780	18000-41500
	Field Man	9190-15780	18000-41500
	Matron	9940-16580	19000-43600

- a. Existing ratio 2:1 will continue.
 - b. Existing ratio 1:1 will continue.
 - c. Existing ratio 1:1:1 will continue.
 - d. The incumbents holding the posts of Deputy Librarian (Non-UGC) & Assistant Librarian (Non-UGC) are placed in the personal scale. The Library staff in service on 1/7/2009 will be allowed promotion to the posts of Assistant Librarian and Deputy Librarian as was being done before implementation of the 9th Pay Revision till amendments to the existing statute.
 - e. Existing ratio 1:1:1:1 will continue.
 - f. Existing ratio 2:2:1 will continue.
 - g. Existing ratio 1:1:1 among Gr.II, Gr.I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Sel.Grade.
 - h. Existing ratio 5:1 will continue
 - i. TBHG will be as per Table Scale in Annexure III.
- # The incumbents in the posts of Programme Co-ordinator(NSS), Director of Students Service, Research Assistant, Work Superintendent Gr.I, Vehicle Examiner, Pass Examiner, Driver(Bus)Hr.Gr., Driver (Bus)Lr.Gr., Conductor Hr. Gr, Chief Security cum Vigilance Officer and Data Entry Operator having personal scale will be eligible for corresponding revised scales as per Annexure I.
- * The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned.

5. UNIVERSITY OF CALICUT

	Designation	Existing Scale of Pay	Revised Scale of Pay
	UGC Scheme		
	Statutory Officers		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations		
	Finance Officer		
	Teaching Staff		
	Professor	UGC	UGC
	Associate Professor		
	Assistant Professor		
	Director of Physical Education		
	Deputy Director of Physical Education		
	Assistant Director of Physical Education		
	Library		
	Information Scientist	UGC	UGC
	University Librarian		
	Deputy Librarian		
	Assistant Librarian		
	Other Officers		
	Dean of Students' Welfare	UGC	UGC
	Project Officer(Adult Edn)		
	Programme Co-ordinator NSS	29180-43640	55350-101400
	ADMINISTRATIVE WING		
	Joint Registrar/PS to VC	44640-58640	85000-117600
	Deputy Registrar	40640-57440	77400-115200
	Assistant Registrar H.G.	36140-49740	68700-110400
a	Assistant Registrar	24040-38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of Pay
b	Section Officer H.G	20740-36140	40500-85000
	Section Officer	18740-33680	36600-79200
c	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
	Telephone Supervisor	13900-24040	26500-56700
	Telephonist	9190-15780	18000-41500
	Clerical Assistant	9190-15780	18000-41500
	Roneo Operator	9190-15780	18000-41500
	Head Office Attendant	9190-15780	18000-41500
a	Office Attendant/Watchman(HG)	8730-13540	17000-37500
	Office Attendant/Watchman	8500-13210	16500-35700
	PUBLICATION WING		
	Publication Officer	29180-43640	55350-101400
	ADULT EDUCATION WING (PROJECT)		
	Deputy Director(Adult Education)	29180-43640	55350-101400
	Assistant Director(Adult)	22360-37940	42500-87000
	Adult Education Worker	13210-22360	25200-54000
	TECHNICAL STAFF IN TEACHING DEPARTMENT		
	Scientific Officer	29180-43640	55350-101400
	Technical Officer Gr I	22360-37940	42500-87000
	Technical Officer Gr II	21240-37040	40500-85000
	Technical Assistant	19240-34500	36600-79200
	COMPUTER WING		
i	System Administrator	29180-43640	55350-101400
	Programmer	22360-37940	42500-87000
	Assistant Programmer	16980-31360	32300-68700
	LIBRARY		
	Junior Librarian	18740-33680	35700-75600
	Professional Assistant Grade I	16980-31360	32300-68700

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Professional Assistant Grade II	14620-25280	27800-59400
	Library Assistant	9190-15780	18000-41500
	FAIR COPY WING		
*	Pool Officer	22360-37940	42500-87000
	Section Officer(FC&D)HG	20740-36140	39500-83000
	Section Officer(FC&D)	18740-33680	35700-75600
b	Office Superintendent (H.G)	20740-36140	40500-85000
	Office Superintendent	18740-33680	36600-79200
e	Computer Assistant (Sel. Grade)	16980-31360	32300-68700
	Computer Assistant(Sr. Grade)	16180-29180	30700-65400
	Computer Assistant (Gr.I)	13900-24040	27800-59400
	Computer Assistant (Gr.II)	10480-18300	20000-45800
	LABORATORY WING		
	Field Officer, Botany	29180-43640	55350-101400
	Assistant Superintendent (Botanical Gardens)	19240-34500	36600-79200
	Herbarium Curator	18740-33680	35700-75600
	Herbarium Assistant(HG)	11620-20240	22200-48000
	Assistant Curator Gr I	13900-24040	26500-56700
	Assistant Curator Gr II	13210-22360	25200-54000
	Technical Assistant (Lab)	13210-22360	25200-54000
	Taxidermist	9940-16580	19000-43600
	Animal Room Technician, Life Sciences	9940-16580	19000-43600
	Lab Assistant	9190-15780	18000-41500
	Skilled Assistant(Psychology)	9190-15780	18000-41500
	Herbarium Assistant	9940-16580	19000-43600
	Semi Skilled Lab Attender(Physics)	8730-13540	17000-37500
	Field cum Animal Room Attender	8500-13210	16500-35700
	Filter Plant Cleaner	8500-13210	16500-35700
	Specimen Collector	8500-13210	16500-35700

	Designation	Existing Scale of Pay	Revised Scale of Pay
	HEALTH CENTRE		
	Physician/Lady Medical Officer	24040-38840	45800-89000
	Head Nurse	16180-29180	30700-65400
	Staff Nurse(HG)	14620-25280	27800-59400
	Store Keeper(Pharmacist)	16180-29180	30700-65400
	Staff Nurse	13210-22360	25200-54000
	Pharmacist	11620-20240	22200-48000
	Lab Technician	11620-20240	22200-48000
	Hospital Assistant	9190-15780	18000-41500
	Nursing Assistant	9190-15780	18000-41500
	SCHOOL OF DRAMA		
	Technician(School of Drama)	18740-33680	35700-75600
	Photographer	15380-25900	29200-62400
	Artist-cum-Photographer	15380-25900	29200-62400
	Videographer	15380-25900	29200-62400
	Theatre Photographer	15380-25900	29200-62400
	Technical Assistant	15380-25900	29200-62400
	Cinema Operator cum Electrician	13900-24040	26500-56700
	Assistant Photographer	13210-22360	25200-54000
	Dark Room Assistant	9940-16580	19000-43600
	ENGINEERING/TECHNICAL WING		
	University Engineer	36140-49740	68700-110400
	Executive Engineer	36140-49740	68700-110400
	Instrumentation Engineer	36140-49740	68700-110400
	Junior Engineer Instrumentation	20740-36140	39500-83000
d	Assistant Executive Engineer HG	24040-38840	45800-89000
	Assistant Executive Engineer	21240-37040	40500-85000
	Assistant Engineer(Directly Recruited)	20740-36140	39500-83000
	Divisional Accountant	18740-33680	35700-75600
	Technician	18740-33680	35700-75600
	AC cum Refrigeration Mechanic	15380-25900	29200-62400

	Designation	Existing Scale of Pay	Revised Scale of Pay
b	Overseer Gr I	13900-24040	26500-56700
	Overseer Gr II	11620-20240	22200-48000
	Plumbing Overseer	11620-20240	26500-56700
	Plumber	9190-15780	18000-41500
	Pumping Overseer	11620-20240	22200-48000
	Pump Operator	9190-15780	18000-41500
	Electrician	9190-15780	18000-41500
	Mechanic cum Plumber	13900-24040	22200-48000
	Technician Grade B	11620-20240	22200-48000
	Technician Grade A	9940-16580	19000-43600
	Workshop Mechanic cum LNP Plant Operator	13210-22360	25200-54000
	Line Helper	8730-13540	17000-37500
	Tracer	9190-15780	18000-41500
	Skilled Assistant	8730-13540	17000-37500
	Electricity Worker	8730-13540	17000-37500
	Workshop Assistant	8500-13210	16500-35700
	TRANSPORT WING		
h	Driver Sel. Gr	14620-25280	27800-59400
	Driver Sen.Gr	11620-20240	22200-48000
	Driver Gr I	10480-18300	20000-45800
	Driver Gr II	9190-15780	18000-41500
	Bus Conductor	9940-16580	19000-43600
	Bus Cleaner	8500-13210	16500-35700
	PRINTING PRESS		
	Superintendent	24040-38840	45800-89000
	Assistant Superintendent	19240-34500	36600-79200
	General Foreman	16980-31360	32300-68700
	Junior Foreman (Composing, Printing, Binding)	15380-25900	29200-62400
	Assistant Foreman	15380-25900	27800-59400

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Proof Reader	14620-25280	27800-59400
f	Binder (Senior Grade)	14620-25280	27800-59400
f	Compositor(Senior Grade)	14620-25280	27800-59400
f	Printer (Senior Grade)	14620-25280	27800-59400
	Store Keeper	13210-22360	25200-54000
	Offset Printing Machine Operator Grade I	13900-24040	26500-56700
f	Binder, Printer, Compositor (Gr. I)	13210-22360	25200-54000
	Offset Printing Machine Operator Grade II	13210-22360	25200-54000
	Time Keeper	11620-20240	22200-48000
	DTP Operator	11620-20240	22200-48000
	LD Computator	10480-18300	20000-45800
	Assistant Warehouse Man	10480-18300	20000-45800
f	LD Compositor	9940-16580	19000-43600
	LD Binder	9940-16580	19000-43600
	LD Printer	9940-16580	19000-43600
	LD Counter	9940-16580	19000-43600
	Galley Press man	8960-14260	17500-39500
	Packer, Press	8730-13540	17000-37500
	Lascar, Press	8730-13540	17000-37500
	Gate Keeper	8730-13540	17000-37500
	SECURITY WING		
	Security Officer	20740-36140	39500-83000
	Assistant Security Officer	14620-25280	27800-59400
	Sergeant	14620-25280	27800-59400
	Assistant Sergeant	11620-20240	22200-48000
g	Security Guard (HG)	10480-18300	20000-45800
	Security Guard	9940-16580	19000-43600
	Gurkha Watchman	8500-13210	16500-35700
	OTHER CATEGORIES		
	Public Relations Officer	22360-37940	42500-87000
	Archivist (History)	24040-38840	45800-89000

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Curator (Malayalam)	24040-38840	45800-89000
	Coaches	18740-33680	35700-75600
	Farm Supervisor	16180-29180	30700-65400
	Senior House Keeper	16180-29180	30700-65400
	Field Assistant (Botany)	11620-20240	22200-48000
	Plantation Assistant (Botany)	11620-20240	22200-48000
	House Keeper (Ladies Hostel)	13900-24040	26500-56700
	Statistical Assistant	9940-16580	19000-43600
	Garden Mastery	9190-15780	18000-41500
	Matron	9190-15780	18000-41500
	Manuscript Keeper	9190-15780	18000-41500
	Gardener	8730-13540	17000-37500
	Grounds man	8730-13540	17000-37500
	Sweeper cum Scavenger	8500-13210	16500-35700
	Mosquito Sprayer	8500-13210	16500-35700
	Animal Room Assistant	8500-13210	16500-35700
	Room Boy cum Bearer	8500-13210	16500-35700

- a. Existing ratio 2:1 will continue.
 - b. Existing ratio 1:1 will continue.
 - c. Existing ratio 1:1:1 will continue.
 - d. Existing 1/3rd HG will continue.
 - e. Existing ratio 1:1:1:1 will continue.
 - f. Existing ratio 2:2:1 will continue.
 - g. Existing ratio 5:1 will continue.
 - h. 1:1:1 ratio among Gr.II, Gr.I and Senior Grade will continue. 10% of posts of Driver Senior Grade will be placed in Sel. Grade.
 - i. The present incumbent is allowed to continue in the revised scale of pay of 77400-115200;
- # The incumbents in the posts of Data Entry Assistant/ Operator, Assistant Librarian, Pump Operator Hr.Gr., Senior Electrician, Technician Gr.C, Vehicle Examiner and HV Driver having personal scale will be eligible for corresponding revised scales as per Annexure I.
- * The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned.

6. COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

	Designation	Existing Scale of Pay	Revised Scale of Pay
	UGC SCHEME		
	Statutory Officers		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations		
	Finance Officer		
	Teaching Staff		
	Professor	UGC	UGC
	Associate Professor/Reader		
	Assistant Professor		
	Assistant Director of Physical Education		
	Professor	AICTE	AICTE
	Associate Professor		
	Assistant Professor		
	Library		
	University Librarian	UGC	UGC
	Deputy Librarian		
	Information Scientist		
	Assistant Librarian		
	Other Officers		
	Planning & Development Officer	36140-49740	68700-110400
	Director of Student Welfare	22360-37940	42500-87000
	Placement and Training Officer (Lecturer Grade)	UGC	UGC
	Co-ordinator (Reader Scale)		
	Student Counsellor (Reader/Lecturer Grade)		
	ADMINISTRATIVE WING		
	Joint Registrar	44640-58640	85000-117600

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Deputy Registrar	40640-57440	77400-115200
a	Assistant Registrar H.G.	36140-49740	68700-110400
	Assistant Registrar	24040-38840	45800-89000
b	Section Officer H.G	20740-36140	40500-85000
	Section Officer	18740-33680	36600-79200
c	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
	Clerical Assistant	9190-15780	18000-41500
	Attender (Clerical Attender)	9190-15780	18000-41500
a	Office Attendant (HG)	8730-13540	17000-37500
	Office Attendant	8500-13210	16500-35700
	Sweeper-cum-Cleaner(FT)	8500-13210	16500-35700
TECHNICAL STAFF IN TEACHING DEPARTMENTS			
	Technical Officer Gr I (Sel Gr)	29180-43640	55350-101400
	Technical Officer Gr I (Sen Gr)	22360-37940	42500-87000
	Technical Officer Gr I	21240-37040	40500-85000
	Technical Assistant Gr III	19240-34500	36600-79200
COMPUTER WING			
#	System Analyst	21240-37040	40500-85000
	System Manager	21240-37040	40500-85000
	Computer Programmer	20740-36140	39500-83000
	Computer Operator	20740-36140	39500-83000
	Programme Assistant	20740-36140	39500-83000
LIBRARY STAFF			
	Assistant Librarian	20740-36140	39500-83000
	Junior Librarian	18740-33680	35700-75600
	Professional Assistant Gr I	16980-31360	32300-68700
	Professional Assistant Gr II	14620-25280	27800-59400
	Library Assistant	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of Pay
	FAIR COPY SECTION		
#	Pool Officer	22360-37940	42500-87000
	Section Officer(Typist)HG	20740-36140	39500-83000
	Section Officer(Typist)	18740-33680	35700-75600
b	Office Superintendent (HG)	20740-36140	40500-85000
	Office Superintendent	18740-33680	36600-79200
e	Computer Assistant (Sel. Gr)	16980-31360	32300-68700
	Computer Assistant (Sen. Gr)	16180-29180	30700-65400
	Computer Assistant (Gr I)	13900-24040	27800-59400
	Computer Assistant (Gr II)	10480-18300	20000-45800
	Storekeeper Gr.II (Electronic Science)	16180-29180	30700-65400
	LABORATORY WING		
	Soil Analyst	11620-20240	22200-48000
	Chemical Assistant(Technician Gr II)	13900-24040	26500-56700
	Laboratory Assistant(Strength of Materials)(Technician Gr II)	9940-16580	19000-43600
	Laboratory Assistant(Metallurgical Welder)(Technician Gr II)	9940-16580	19000-43600
	Laboratory Technician	9940-16580	19000-43600
	Hatchery Assistant	9190-15780	18000-41500
	Hatchery Assistant cum Syrang & Driver	9940-16580	19000-43600
	Specimen Collector	9940-16580	19000-43600
	Aquarium Assistant	9190-15780	18000-41500
	Laboratory Assistant	9940-16580	19000-43600
	Lab Attendant	9190-15780	18000-41500
	ENGINEERING/TECHNICAL WING		
	University Engineer	36140-49740	68700-110400
	Technical Officer/Exe. Engineer	36140-49740	68700-110400
d	Assistant Executive Engineer(Civil)HG	24040-38840	45800-89000
	Assistant Executive Engineer(Civil)	21240-37040	40500-85000
d	Assistant Executive Engineer(Electrical)HG	24040-38840	45800-89000
	Assistant Executive Engineer(Electrical)	21240-37040	40500-85000

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Assistant Engineer(Electrical)	20740-36140	39500-83000
	Assistant Engineer(Civil)	20740-36140	39500-83000
	Mechanic	11620-20240	22200-48000
b	Overseer Gr I(Civil)	13900-24040	26500-56700
	Overseer Gr I(Electrical)	13900-24040	26500-56700
b	Overseer Gr II(Civil)	11620-20240	22200-48000
	Overseer Gr III(Civil)	9940-16580	19000-43600
	Electrician Gr II	9190-15780	18000-41500
	Technician Gr I	9940-16580	19000-43600
	Plumber	9190-15780	18000-41500
	Plumbing Supervisor	11620-20240	22200-48000
	Pump Operator	9190-15780	18000-41500
	Line Helper	8730-13540	17000-37500
	Workshop Attender(PS&RT)	9190-15780	18000-41500
	Net Maker	9190-15780	18000-41500
	Technical Assistant Gr II	16180-29180	30700-65400
	Technical Assistant Gr I	13900-24040	26500-56700
	Store Keeper Gr III	13900-24040	26500-56700
	Store Keeper Gr II	16180-29180	30700-65400
	Store Keeper Gr I	18740-33680	35700-75600
	Technician V	19240-34500	36600-79200
	Technician IV	18740-33680	35700-75600
	Technician III	11620-20240	22200-48000
	Technician II	11620-20240	22200-48000
	Technician I	9940-16580	19000-43600
	Maintenance Engineer (Technical Officer Gr I. Sel Gr)	29180-43640	55350-101400
	Technical Officer Gr II	29180-43640	55350-101400
	Photocopier/Duplicator Operator	9940-16580	19000-43600
	Duplicator Operator	9940-16580	19000-43600

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Operator Reprographic Unit	9940-16580	19000-43600
	Senior Technical Assistant(Technical Assistant Gr III)	20740-36140	39500-83000
	Welding Technologist (Technical Asst Gr III)	20740-36140	39500-83000
	Senior Technical Assistant(Technical Assistant Gr II)	13900-24040	26500-56700
	Ammonia Print-cum Photocopier Operator	9940-16580	19000-43600
	Instrument Technician (Physics, Photonics)	13900-24040	26500-56700
	Technician Gr.II	11620-20240	22200-48000
	Welder Technician Gr II	11620-20240	22200-48000
	Fitter Technician Gr II	11620-20240	22200-48000
	Lathe Operator Technician Gr II	11620-20240	22200-48000
	Technician	13900-24040	26500-56700
	TRANSPORT WING		
	Engine Driver	18740-33680	35700-75600
	Deck Officer	24040-38840	45800-89000
	Assistant Engine Driver	13210-22360	25200-54000
	Assistant Deck Officer	13210-22360	25200-54000
	HV Driver	9190-15780	18000-41500
g	Driver Sel.Gr	14620-25280	27800-59400
	Driver Sen. Gr	11620-20240	22200-48000
	Driver Gr.I	10480-18300	20000-45800
	Driver Gr II/ Vehicle Supervisor	9190-15780	18000-41500
	Conductor	9940-16580	19000-43600
	Boatman	8500-13210	16500-35700
	Lascar	8500-13210	16500-35700
	PRINTING PRESS		
	Artist cum Photographer	13210-22360	25200-54000
	Printer	9940-16580	19000-43600

	Designation	Existing Scale of Pay	Revised Scale of Pay
	PUBLICATION WING		
	Director of Public Relations and Publications	22360-37940	42500-87000
	Editorial Assistant	16180-29180	30700-65400
	SECURITY WING		
	Security Officer	20740-36140	39500-83000
	Sergeant	13900-24040	26500-56700
f	Security Guard	9940-16580	19000-43600
	OTHER CATEGORIES		
	Store Keeper Gr.I (Ship Technology)	18740-33680	35700-75600
	Statistical Officer	18740-33680	35700-75600
	Warden cum Physical Trainer	16180-29180	30700-65400
	Mess Manager cum Assistant Warden	13210-22360	25200-54000
	Matron	13900-24040	26500-56700
	Store Keeper Gr II (Electronics, Photonics, PS&RT)	13210-22360	25200-54000
	Assistant Matron	11620-20240	22200-48000
	Garden Maistry	9190-15780	18000-41500
	Gardener	8730-13540	17000-37500
	Room Boy(Guest House & Athidhi Bhavan)	8730-13540	17000-37500
	Cook	8960-14260	17500-39500

- a. Existing ratio 2:1 will continue.
- b. Existing ratio 1:1 will continue.
- c. Existing ratio 1:1:1 will continue.
- d. Existing 1/3rd HG will continue.
- e. Existing ratio 1:1:1:1 will continue.
- f. Existing ratio 5:1 will continue.
- g. Existing ratio 1:1:1 among Gr.II, Gr.I and Senior Grade will continue. 10% of posts of Senior Grade will be placed in Sel.Grade.
- # The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned

7. KERALA AGRICULTURAL UNIVERSITY

	Designations	Existing Scale of Pay	Revised Scale of Pay
	UGC SCHEME		
	Statutory Officers		
	Vice Chancellor		
	Registrar	UGC	UGC
*	Comptroller	44640-58640	85000-117600
	Teaching Staff		
	Professor		
	Associate Professor		
	Assistant Professor	UGC	UGC
	Other Officers		
	Director of Students Welfare	UGC	UGC
	Deputy Director of Students Welfare	UGC	UGC
	Library		
	University Librarian		
	Deputy Librarian	UGC	UGC
	Assistant Librarian		
	ADMINISTRATIVE WING		
	Joint Registrar/Senior Deputy Comptroller/Senior Administrative Officer	44640-58640	85000-117600
	Deputy Registrar/Deputy Comptroller/Estate Officer/Financial Assistant/Administrative Officer Gr I	40640-57440	77400-115200
a	Assistant Registrar H.G./Assistant Comptroller HG/Recruitment Officer HG/ Administrative Officer HG	36140-49740	68700-110400
	Assistant Registrar /Assistant Comptroller /Recruitment Officer / Administrative Officer Gr-II	24040-38840	45800-89000
	Section Officer H.G	20740-36140	40500-85000
b	Section Officer	18740-33680	36600-79200

	Designations	Existing Scale of Pay	Revised Scale of Pay
c	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
*	Clerical Assistant (Sel. Gr)	13900-24040	26500-56700
	Clerical Assistant (Sen. Gr)	11620-20240	22200-48000
	Clerical Assistant (H.Gr)	10480-18300	20000-45800
	Clerical Assistant	9190-15780	18000-41500
*	Duplicating Machine Operator (Sel. Gr)	13900-24040	26500-56700
	Duplicating Machine Operator (Sen. Gr)	11620-20240	22200-48000
	Duplicating Machine Operator (Gr-I)	9940-16580	19000-43600
	Duplicating Machine Operator (Gr-II)	9190-15780	18000-41500
*	Class-IV Employees (Sel Gr)	9940-16580	19000-43600
	Class-IV Employees (Sen Gr)	9190-15780	18000-41500
a	Class-IV Employees (Gr I)	8730-13540	17000-37500
	Class-IV Employees (Gr-II)	8500-13210	16500-35700
	Duffedar	9190-15780	18000-41500
	LIBRARY		
	Reference Assistant HG/ Assistant Librarian Gr II	20740-36140	39500-83000
	Reference Assistant	18740-33680	35700-75600
	Technical Assistant	16980-31360	32300-68700
	Library Assistant	14620-25280	27800-59400
	FAIR COPY SECTION		
*	Pool Officer	22360-37940	42500-87000
	Section Officer(FC&D)HG	20740-36140	39500-83000
	Section Officer(FC&D)	18740-33680	35700-75600
b	Office Superintendent HG	20740-36140	40500-85000
	Office Superintendent	18740-33680	36600-79200
d	Computer Asst (Sel. Gr)	16980-31360	32300-68700
	Computer Asst (Sen Gr)	16180-29180	30700-65400
	Computer Asst Gr I	13900-24040	27800-59400
	Computer Asst Gr II	10480-18300	20000-45800

	Designations	Existing Scale of Pay	Revised Scale of Pay
	COMPUTER SECTION		
	Systems Manager	29180-43640	55350-101400
	Programmer	22360-37940	42500-87000
	Junior Programmer	20740-36140	39500-83000
*	Data Entry Operator	13210-22360	25200-54000
	TECHNICAL STAFF IN TEACHING DEPARTMENT		
	Scientific Officer	29180-43640	55350-101400
	Technical Officer Gr I	22360-37940	42500-87000
	Technical Officer Gr II	21240-37040	40500-85000
	Technical Assistant	19240-34500	36600-79200
	LAB		
	Bacteriology Assistant/Graduate Laboratory Assistant/ Laboratory Technician/Analyst/Research Assistant	19240-34500	36600-79200
	Lab Assistant Sel Gr	13900-24040	26500-56700
*	Lab Assistant Senior Gr	13900-24040	26500-56700
	Lab Assistant Gr-I	13210-22360	25200-54000
	Lab Assistant Gr- II	9940-16580	19000-43600
	Assistant Chemist	15380-25900	29200-62400
	FARM STAFF		
	Farm Superintendent (Agriculture)	20740-36140	39500-83000
*	Farm Manager- I (Agriculture)	18740-33680	35700-75600
	Farm Manager- II (Agriculture)	18740-33680	35700-75600
	Farm Officer Sen. Gr (Agriculture)	16180-29180	30700-65400
g	Farm Officer Gr-I (Agriculture)	13900-24040	26500-56700
	Farm Officer Gr-II (Agriculture)	10480-18300	20000-45800i
	Senior Farm Supervisor (Vety)	20740-36140	39500-83000
*	Farm Supervisor Gr-I (Vety)	18740-33680	35700-75600
	Farm Supervisor Gr-II (Vety)	18740-33680	35700-75600
	Farm Assistant Sen.Gr (vety)	16180-29180	30700-65400
h	Farm Assistant Gr-I (vety)	13900-24040	26500-56700

	Designations	Existing Scale of Pay	Revised Scale of Pay
	Farm Assistant Gr-II(vety)	10480-18300	20000-45800
	Processing Technology Assistant	15380-25900	29200-62400
	Dairy Assistant	13900-24040	26500-56700
	Field Man(Fisheries)	10480-18300	20000-45800
	Syce	9940-16580	19000-43600
	Field Supervisor	8730-13540	17000-37500
	Fisherman	8730-13540	17000-37500
	ENGINEERING/TECHNICAL WING		
	Director of Physical Plant	36140-49740	68700-110400
*	Executive Engineer (HG)	36140-49740	68700-110400
	Instrumentation Engineer	36140-49740	68700-110400
	Executive Engineer	36140-49740	68700-110400
e	Assistant Executive Engineer(Electrical/Mech/Civil) HG	24040-38840	45800-89000
	Assistant Executive Engineer(Electrical/Mech/Civil)	21240-37040	40500-85000
	Assistant Engineer (Electronics/Agri Engineering)	20740-36140	39500-83000
	Assistant Engineer (Electrical/Mech/Civil)	20740-36140	39500-83000
	Overseer Gr-I	13900-24040	26500-56700
*	Pump Operator Sel. Gr	13900-24040	26500-56700
	Pump Operator Sen. Gr	11620-20240	22200-48000
	Pump Operator Gr-I	9940-16580	19000-43600
	Pump Operator Gr-II	9190-15780	18000-41500
	Lineman	8730-13540	17000-37500
	Workshop Attender	9190-15780	18000-41500
	Workshop Mate	8500-13210	16500-35700
	Assistant Agricultural Engineer(HG)	24040-38840	45800-89000

	Designations	Existing Scale of Pay	Revised Scale of Pay
	Assistant Agricultural Engineer	21240-37040	40500-85000
	Training Assistant	16180-29180	30700-65400
	Technical Assistant(Statistics)	16180-29180	30700-65400
	Technical Assistant in the All India Co-ordinated Research project on Biological Control of Crop Pests under the Kerala Agricultural University	16180-29180	30700-65400
	Trade Assistant	11620-20240	22200-48000
*	Senior Technical Supervisor	20740-36140	39500-83000
	Technical Supervisor Gr-I	18740-33680	35700-75600
	Technical Supervisor Gr-II	18740-33680	35700-75600
	Technician Sel.Gr	16980-31360	32300-68700
	Technician Sen.Gr	16180-29180	30700-65400
	Technician Gr-I	13900-24040	26500-56700
	Technician Gr-II	8960-14260	17500-39500
	TRANSPORT WING		
*	Vehicle Supervisor(HDV)	16980-31360	32300-68700
f	HDV Driver Sel. Gr	14620-25280	27800-59400
	HDV Driver Sen. Gr	11620-20240	22200-48000
	HDV Driver Gr-I	10480-18300	20000-45800
	HDV Driver Gr-II	9190-15780	18000-41500
*	Vehicle Supervisor(LDV)	14620-25280	27800-59400
f	LDV Driver Sel. Gr	14620-25280	27800-59400
	LDV Driver Sen.Gr	11620-20240	22200-48000
	LDV Driver Gr-I	10480-18300	20000-45800
	LDV Driver Gr-II	9190-15780	18000-41500
*	Bus Attendant Sel. Gr	13900-24040	26500-56700
	Bus Attendant Sen. Gr	13900-24040	26500-56700
	Bus Attendant Gr-I	11620-20240	22200-48000
	Bus Attendant Gr-II	8960-14260	17500-39500
	Tractor Driver Sel. Gr	13900-24040	26500-56700

	Designations	Existing Scale of Pay	Revised Scale of Pay
*	Tractor Driver Sen.Gr	11620-20240	22200-48000
b	Tractor Driver Gr-I	10480-18300	20000-45800
	Tractor Driver Gr-II	9190-15780	18000-41500
	Skipper Gr-II	19240-34500	36600-79200
	Engineer in Charge	15380-25900	29200-62400
	Gear Technician	9940-16580	19000-43600
	Deck Hand	8500-13210	16500-35700
	PRINTING PRESS		
	Press Manager	18740-33680	35700-75600
	General Foreman	16980-31360	32300-68700
	Senior Foreman	16180-29180	30700-65400
	Senior Proof Reader	16180-29180	30700-65400
	Junior Foreman	15380-25900	29200-62400
	Proof Reader Gr-I	15380-25900	29200-62400
	Proof Reader Gr-II	14620-25280	27800-59400
*	Printer/Compositor/Binder Sel. Gr	14620-25280	27800-59400
g	Printer/Compositor/Binder Sen. Gr	14620-25280	27800-59400
	Printer/Compositor/Binder Gr-I	13210-22360	25200-54000
	Printer/Compositor/Binder/ Gr-II	9940-16580	19000-43600
	Copy Holder	10480-18300	20000-45800
	Computer (Press)	10480-18300	20000-45800
	SCHOOL STAFF		
	Headmaster	20740-36140	39500-83000
	Teacher HSA Sel. Gr	19240-34500	36600-79200
	Teacher HSA Sen. Gr	18740-33680	35700-75600
	Teacher HSA (HG)	16980-31360	32300-68700
	Teacher HSA	14620-25280	29200-62400
	Teacher LPSA Sel. Gr	16980-31360	32300-68700
	Teacher LPSA Sen. Gr	16180-29180	30700-65400
	Teacher LPSA Gr-I	14620-25280	27800-59400

	Designations	Existing Scale of Pay	Revised Scale of Pay
	Teacher LPSA	11620-20240	25200-54000
	UPSA/SA(Malayalam Medium) UPSA Hindi	11620-20240	22200-48000
	Nursery School Assistant/School Assistant(Drawing/Physical Education/Music)	11620-20240	22200-48000
	SECURITY WING		
	Chief Security Officer	22360-37940	42500-87000
	OTHER CATEGORIES		
	Public Relations Officer	22360-37940	42500-87000
	Labour Officer	22360-37940	42500-87000
	Language Editor	16180-29180	30700-65400
	Junior Statistician	14620-25280	27800-59400
	Technical Assistant(stat)	19240-34500	36600-79200
	Chief Artist	18740-33680	35700-75600
	Malayalam Translator	13210-22360	25200-54000
	Artist	15380-25900	29200-62400
	Photographer	15380-25900	29200-62400
*	Hostel Manager Sen. Gr	13900-24040	26500-56700
	Hostel Manager Sel. Gr	13900-24040	26500-56700
	Hostel Manager Gr-I	13210-22360	25200-54000
	Hostel Manager Gr-II	9940-16580	19000-43600
*	Matron Sel. Gr	13900-24040	26500-56700
	Matron Sen. Gr	13900-24040	26500-56700
	Matron Gr-I	13210-22360	25200-54000
	Matron Gr-II	9940-16580	19000-43600
	Cook-cum-Caretaker	9940-16580	19000-43600
	Dark Room Assistant	9940-16580	19000-43600
	Ayah	8730-13540	17000-37500
	Helper	8730-13540	17000-37500

	Designations	Existing Scale of Pay	Revised Scale of Pay
	Pharmacist	11620-20240	22200-48000

- a. Existing ratio 2:1 will continue
- b. Existing ratio 1:1 will continue
- c. Existing ratio 1:1:1 will continue.
- d. Existing ratio 1:1:1:1 will continue.
- e. Existing 1/3rd HG will continue.
- f. Existing ratio 1:1:1 among Gr.II, Gr.I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Sel.Grade.
- g. Existing ratio 2:2:1 will continue.
- h. Existing ratio 5:2:1 will continue
- * The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned

8. MAHATMA GANDHI UNIVERSITY

	Designation	Existing Scale of Pay	Revised Scale of Pay
	UGC SCHEME		
	Statutory Officers		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations		
	Finance Officer		
	Teaching Staff		
	Professor	UGC	UGC
	Associate Professor		
	Assistant Professor		
	Library		
	University Librarian		
	Deputy Librarian		
	Assistant Librarian	UGC	UGC
	Other Officers		
	Director of Students Service		
	Director of Physical Education		
	NSS Program Co-ordinator	UGC	UGC
	Assistant Director of Physical Education		
	ADMINISTRATIVE WING		
	Joint Registrar	44640-58640	85000-117600
	Deputy Registrar	40640-57440	77400-115200
a	Assistant Registrar H.G.	36140-49740	68700-110400
	Assistant Registrar	24040-38840	45800-89000
b	Section Officer H.G	20740-36140	40500-85000
	Section Officer	18740-33680	36600-79200
	Personal Secretary to VC	18740-33680	35700-75600
	Assistant Section Officer	16980-31360	32300-68700

	Designation	Existing Scale of Pay	Revised Scale of Pay
c	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
#	Clerical Assistant HG	9940-16580	19000-43600
	Clerical Assistant	9190-15780	18000-41500
#	Roneo Operator HG	9940-16580	19000-43600
a	Office Attendant HG	8730-13540	17000-37500
	Office Attendant	8500-13210	16500-35700
	LIBRARY STAFF		
#	Assistant Librarian Gr I(Non-UGC)	22360-37940	42500-87000
#	Assistant Librarian Gr II(Non-UGC)	20740-36140	39500-83000
	Reference Assistant	18740-33680	35700-75600
	Technical Assistant Library	16980-31360	32300-68700
	Library Assistant	14620-25280	27800-59400
	FAIR COPY WING		
#	Pool Officer	22360-37940	42500-87000
	Section Officer(FC&D)HG	20740-36140	39500-83000
	Section Officer(FC&D)	18740-33680	35700-75600
b	Office Superintendent(HG)	20740-36140	40500-85000
	Office Superintendent	18740-33680	36600-79200
d	Computer Assistant (Sel. Gr)	16980-31360	32300-68700
	Computer Asst. (Sen. Gr)	16180-29180	30700-65400
	Computer Asst Gr I	13900-24040	27800-59400
	Computer Asst Gr II	10480-18300	20000-45800
	COMPUTER WING		
	System Analyst	29180-43640	55350-101400
	Assistant Programmer	16980-31360	32300-68700
	Computer Data Entry Operator	13210-22360	25200-54000
	TECHNICAL STAFF IN TEACHING DEPARTMENTS		
	Scientific Officer/Programme Co-ordinator(School of Behavioral Sciences)	29180-43640	55350-101400

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Technical Officer Gr I	22360-37940	42500-87000
	Technical Officer Gr II	21240-37040	40500-85000
	Technical Assistant (University Science Department)	19240-34500	36600-79200
	Computer Programmer(School of Computer Sciences)	19240-34500	36600-79200
	Artist cum Photographer	19240-34500	36600-79200
	ENGINEERING/TECHNICAL WING		
	Executive Engineer	36140-49740	68700-110400
	Assistant Executive Engineer	21240-37040	40500-85000
	Assistant Engineer	20740-36140	39500-83000
	Divisional Accountant	18740-33680	35700-75600
	Technical Assistant	21240-37040	40500-85000
b	Overseer Gr I	13900-24040	26500-56700
	Electrician	9190-15780	18000-41500
	Plumber cum Pump Operator	9190-15780	18000-41500
b	Overseer Gr II	11620-20240	22200-48000
	SECURITY WING		
	Security Officer	20740-36140	39500-83000
	Assistant Security Officer	14620-25280	27800-59400
e	Security Guard(HG)	11620-20240	22200-48000
	Security Guard	9940-16580	19000-43600
	Gurkha/Watchman	8500-13210	16500-35700
	TRANSPORT WING		
#	Vehicle Supervisor(HD)	16980-31360	32300-68700
#	Vehicle Supervisor(LD)	16180-29180	30700-65400
#	Pass Examiner	13900-24040	26500-56700
f	Driver Sel. Gr	14620-25280	27800-59400
	Driver Sen. Gr	11620-20240	22200-48000
	Driver Gr I	10480-18300	20000-45800
	Driver Gr II	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of Pay
#	Conductor HG	11620-20240	22200-48000
	Conductor	9940-16580	19000-43600
	PUBLICATION WING		
	Director of Publication	29180-43640	55350-101400
	Assistant Editor(Eng/Mal)	18740-33680	35700-75600
	PRINTING PRESS		
	Copy Holder	10480-18300	20000-45800
	LABORATORY WING		
	Medical Lab Technologist (School of Bio Sciences)	18740-33680	35700-75600
	Glass Blower	11620-20240	22200-48000
	Laboratory Technician (SCS)	15380-25900	29200-62400
	Lab Technician(SPAP)	9940-16580	19000-43600
	Laboratory Assistant	9190-15780	18000-41500
	Laboratory Attender	8960-14260	17500-39500
	SCHOOL OF BEHAVIORAL SCIENCE		
	Clinical Psychologist	20740-36140	39500-83000
	Clinic Technician	13900-24040	26500-56700
	Clinic Nurse	13210-22360	25200-54000
	Special Teacher	13210-22360	25200-54000
	Field Worker	9190-15780	18000-41500
	HEALTH CENTRE		
	Resident Medical Officer	24040-38840	45800-89000
	Staff Nurse	13210-22360	25200-54000
	Lab Technician(University Health Centre)	11620-20240	22200-48000
	OTHER CATEGORIES		
	Public Relation Officer	22360-37940	42500-87000
	Coach	18740-33680	35700-75600
	Cultural Officer	18740-33680	35700-75600
	Officer in charge of Answer Scripts	18740-33680	35700-75600

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Statistical Assistant	16180-29180	30700-65400
	Store Assistant	9190-15780	18000-41500
	Hostel Attendant	8500-13210	16500-35700
	Telephone Operator	13900-24040	26500-56700

- a. Existing ratio 2:1 will continue.
 - b. Existing ratio 1:1 will continue.
 - c. Existing ratio 1:1:1 will continue.
 - d. Existing ratio 1:1:1:1 will continue.
 - e. Existing ratio 5:1 will continue.
 - f. Existing ratio 1:1:1 among Gr.II, Gr.I and Senior Grade will continue. 10% of posts of Senior Grade will be placed in Sel.Grade.
- # The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned

9. KANNUR UNIVERSITY

	Designations	Existing Scale of Pay	Revised Scale of Pay
	UGC Scheme		
	<i>Statutory Officers</i>		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Controller of Examinations		
	Finance Officer		
	<i>Teaching Staff</i>		
	Director of Physical Education	UGC	UGC
	Deputy Director of Physical Education		
	Professor		
	Associate Professor		
	Assistant Professor		
	Assistant Director of Physical Education		
	<i>Library</i>	UGC	UGC
	University Librarian		
	Deputy Librarian		
	Assistant Librarian		
	<i>Other Officers</i>		
	Director of Students Service	UGC	UGC
	Programme Co-ordinator NSS		
	ADMINISTRATIVE WING		
	Joint Registrar/PS to VC	44640-58640	85000-117600
	Deputy Registrar	40640-57440	77400-115200
a	Assistant Registrar H.G.	36140-49740	68700-110400
	Assistant Registrar	24040-38840	45800-89000
b	Section Officer H.G	20740-36140	40500-85000
	Section Officer	18740-33680	36600-79200

	Designations	Existing Scale of Pay	Revised Scale of Pay
c	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
	Roneo Operator	9190-15780	18000-41500
a	Office Attendant/WatchmanHG	8730-13540	17000-37500
	Office Attendant/Watchman	8500-13210	16500-35700
	LIBRARY		
	Junior Librarian	18740-33680	35700-75600
	Professional Assistant Gr I	16980-31360	32300-68700
	Professional Assistant Gr II	14620-25280	27800-59400
	Library Assistant	9190-15780	18000-41500
	FAIR COPY WING		
*	Section Officer(FC&D)	18740-33680	35700-75600
b	Office Superintendent HG	20740-36140	40500-85000
	Office Superintendent	18740-33680	36600-79200
d	Typist cum Stenographer Sel Gr	16980-31360	32300-68700
	Typist cum Stenographer Sen Gr	16180-29180	30700-65400
	Typist cum Stenographer Gr I	13900-24040	27800-59400
	Typist cum Stenographer Gr II	10480-18300	20000-45800
	COMPUTER WING		
	Computer Programmer	22360-37940	42500-87000
	Computer Operator	13210-22360	25200-54000
	Data Entry Assistant	13900-24040	26500-56700
	ENGINEERING/TECHNICAL WING		
	Assistant Executive Engineer(Civil)	21240-37040	40500-85000
	Assistant Engineer(Civil)	20740-36140	39500-83000
	Overseer Grade II(Civil)	11620-20240	22200-48000
	Overseer Gr I(Electrical)	13900-24040	26500-56700
	Electrician	9190-15780	18000-41500
	Pump Operator cum Electrical Helper	9190-15780	18000-41500

	Designations	Existing Scale of Pay	Revised Scale of Pay
	TRANSPORT WING		
e	Driver Sel. Gr.	14620-25280	27800-59400
	Driver Sen. Gr	11620-20240	22200-48000
	Driver Gr I	10480-18300	20000-45800
	Driver Gr II	9190-15780	18000-41500
	SECURITY WING		
	Security Officer	20740-36140	39500-83000
	Security Guard	9940-16580	19000-43600
	OTHER CATEGORIES		
	Development Officer	29180-43640	55350-101400
	Public Relations Officer	22360-37940	42500-87000
	Field Assistant	16180-29180	30700-65400
	Telephone Supervisor	15380-25900	29200-62400
	Sweeper(Full Time)	8500-13210	16500-35700

- a. Existing ratio 2:1 will continue.
- b. Existing ratio 1:1 will continue.
- c. Existing ratio 1:1:1 will continue.
- d. Existing ratio 1:1:1:1 will continue.
- e. Existing ratio 1:1:1 among Gr.II, Gr.I and Senior Grade will continue.
10% of the posts of Driver Senior Grade will be placed in Sel.Grade.
- * The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned.

10. SREE SANKARACHARYA UNIVERSITY OF SANKRIT

	Designations	Existing Scale of Pay	Revised Scale of Pay
	UGC SCHEME		
	Statutory Officers		
	Vice Chancellor	UGC	UGC
	Pro-Vice Chancellor		
	Registrar		
	Professor		
	Associate Professor		
	Assistant Professor		
	Assistant Director Physical Education		
	Library		
	Deputy Librarian	UGC	UGC
	Other Officers		
	Director Planning & Development	UGC	UGC
	Finance Officer	UGC	UGC
	ADMINISTRATIVE STAFF		
	Joint Registrar	44640-58640	85000-117600
	Deputy Registrar	40640-57440	77400-115200
a	Assistant Registrar H.G.	36140-49740	68700-110400
	Assistant Registrar	24040-38840	45800-89000
	PS to Statutory Officers	22360-37940	42500-87000
b	Section Officer H.G	20740-36140	40500-85000
	Section Officer	18740-33680	36600-79200
c	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
	Clerical Assistant Gr I	9940-16580	19000-43600
	Clerical Assistant Gr II	9190-15780	18000-41500

	Designations	Existing Scale of Pay	Revised Scale of Pay
a	Office AttendantHG	8730-13540	17000-37500
	Office Attendant	8500-13210	16500-35700
	PUBLICATION WING		
	Senior Publication Officer	29180-43640	55350-101400
	FAIR COPY WING		
*	Section Officer(FC&D)	18740-33680	35700-75600
b	Office Superintendent(HG)	20740-36140	40500-85000
	Office Superintendent	18740-33680	36600-79200
d	Computer Assistant (Sel. Grade)	16980-31360	32300-68700
	Computer Assistant(Sr. grade)	16180-29180	30700-65400
	Computer Assistant Gr.I	13900-24040	27800-59400
	Computer Assistant Gr.II	10480-18300	20000-45800
	SECURITY WING		
	Security Officer	20740-36140	39500-83000
e	Security Guard Hr. Gr.	11620-20240	22200-48000
	Security Guard	9940-16580	19000-43600
	LIBRARY		
	Reference Assistant	18740-33680	35700-75600
	Library Assistant	14620-25280	27800-59400
	TRANSPORT WING		
f	Driver Sel. Gr	14620-25280	27800-59400
	Driver Sr. Gr	11620-20240	22200-48000
	Driver Gr I	10480-18300	20000-45800
	Driver Gr II	9190-15780	18000-41500
	COMPUTER WING		
	Computer Operator	13900-24040	26500-56700
	TEACHING STAFF		
	Lecturers(Non UGC)	18740-33680	35700-75600
	ENGINEERING/TECHNICAL WING		
	Assistant Engineer(Civil)	20740-36140	39500-83000
	Assistant Engineer(Electrical)	20740-36140	39500-83000

	Designations	Existing Scale of Pay	Revised Scale of Pay
	Overseer	9940-16580	19000-43600
	Plumber	9190-15780	18000-41500
	Electrician	9190-15780	18000-41500
	PRINTING PRESS		
	Printer	9940-16580	19000-43600
	Binder	9940-16580	19000-43600
	OTHER CATEGORIES		
	Public Relations Officer	22360-37940	42500-87000
	Telephone Operator	9190-15780	18000-41500
	Library Attender	9190-15780	18000-41500
	Legal Assistant	16980-31360	32300-68700

- a. Existing ratio 2:1 will continue.
 - b. Existing ratio 1:1 will continue.
 - c. Existing ratio 1:1:1 will continue.
 - d. Existing ratio 1:1:1:1 will continue
 - e. Existing ratio 5:1 will continue.
 - f. Existing ratio 1:1:1 among Gr.II, Gr.I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Sel.Grade.
- * The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned

11. KERALA UNIVERSITY OF HEALTH SCIENCES

	Designations	Existing Scale of Pay	Revised Scale of Pay
	Vice Chancellor	UGC	UGC
	Pro Vice-Chancellor		
	Registrar		
	Finance Officer		
	Controller of Examination		
	Deans		
	Administrative Officer	44640-58640	85000-117600
	Deputy Registrar	40640-57440	77400-115200
a	Assistant Registrar HG	36140-49740	68700-110400
	Assistant Registrar	24040-38840	45800-89000
	Assistant Controller of Examination	22360-37940	42500-87000
b	Section Officer(HG)	20740-36140	40500-85000
	Section Officer	18740-33680	36600-79200
c	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
	Accountant	13900-24040	26500-56700
	Data Entry Operator	13210-22360	25200-54000
	University Engineer	29180-43640	55350-101400
	System Manager	29180-43640	55350-101400
	Programmer(IT)	22360-37940	42500-87000
	Junior Programmer(IT)	13900-24040	26500-56700
	Confidential Assistant	13210-22360	25200-54000
	Assistant Engineer (IT& Electrical)	20740-36140	39500-83000
	Hardware Technician	9190-15780	18000-41500
	Sergeant	13210-22360	25200-54000
	Office Attendant HG	8730-13540	17000-37500

	Designations	Existing Scale of Pay	Revised Scale of Pay
a	Office Attendant	8500-13210	16500-35700
d	Driver Sel. Gr.	14620-25280	27800-59400
	Driver Sr. Gr.	11620-20240	22200-48000
	Driver Gr I	10480-18300	20000-45800
	Driver Gr II	9190-15780	18000-41500

- a. Existing ratio 2:1 will continue.
- b. Existing ratio 1:1 will continue.
- c. Existing ratio 1:1:1 will continue.
- d. Existing ratio 1:1:1 among Gr.II, Gr.I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Sel.Grade.

12. KERALA UNIVERSITY OF FISHERIES AND OCEAN STUDIES (KUFOS)

	Designation	Existing Scale of Pay	Revised Scale of Pay
	Vice Chancellor	UGC	UGC
	Pro Vice-Chancellor		
	Registrar		
	Finance Officer		
	Controller of Examination		
	Professor	UGC	UGC
	Associate Professor		
	Assistant Professor		
	Asst. Librarian		
	Assistant Registrar	24040-38840	45800-89000
a	Section Officer (HG)	20740-36140	40500-85000
	Section Officer	18740-33680	36600-79200
b	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
*	Section Officer (FC&D) (HG)	20740-36140	39500-83000
	Section Officer (FC&D)	18740-33680	35700-75600
a	Office Superintendent HG	20740-36140	40500-85000
	Office Superintendent	18740-33680	36600-79200
c	Computer Assistant (Sel.Gr.)	16980-31360	32300-68700
	Computer Assistant (Sr.Gr.)	16180-29180	30700-65400
	Computer Assistant (Gr.I)	13900-24040	27800-59400
	Computer Assistant Gr.II	10480-18300	20000-45800
d	Office Attendant HG	8730-13540	17000-37500
	Office Attendant	8500-13210	16500-35700
	Bus Attendant	8960-14260	17500-39500
	Clerical Asst./Lab Asst. Gr.III	9940-16580	19000-43600
	Deck Hand	8500-13210	16500-35700
	Driver (HDV)	9190-15780	18000-41500

	Designation	Existing Scale of Pay	Revised Scale of Pay
e	Driver Sel.Gr	14620-25280	27800-59400
	Driver Sr. Gr.	11620-20240	22200-48000
	Driver Gr. I	10480-18300	20000-45800
	Driver Gr.II	9190-15780	18000-41500
	Duplicating Machine Operator	9190-15780	18000-41500
*	Farm Manager Gr.I	18740-33680	35700-75600
*	Farm Manager Gr.II	18740-33680	35700-75600
f	Farm Officer (Sr.Gr.)	16180-29180	30700-65400
	Farm Officer Gr.I	13900-24040	26500-56700
	Farm Officer Gr.II	10480-18300	20000-45800
*	Farm Supdt.	20740-36140	39500-83000
	Field Man (Fisheries)	10480-18300	20000-45800
	Fisherman	8730-13540	17000-37500
	Gear Technician	9940-16580	19000-43600
	Hostel Manager	9940-16580	19000-43600
	Lab Asst. Gr.I	13210-22360	25200-54000
	Lab Asst. Gr.II	9940-16580	19000-43600
	Reference Assistant	18740-33680	35700-75600
	Technical Assistant	16980-31360	32300-68700
	Library Assistant	14620-25280	27800-59400
	Matron	9940-16580	19000-43600
	Programmer	20740-36140	39500-83000
	Pump Operator	9190-15780	18000-41500
	Skipper	19240-34500	36600-79200
	Technician/Tech. Supervisor	8960-14260	17500-39500

- a. Existing ratio 1:1 will continue.
- b. Existing ratio 1:1:1 will continue.
- c. Existing ratio 1:1:1:1 will continue
- d. Existing ratio 2:1 will continue.
- e. Existing ratio 1:1:1 among Gr.II, Gr.I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Sel.Grade.
- f. Existing ratio 2:2:1 will continue.
- * The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned

13. KERALA VETERINARY & ANIMAL SCIENCES UNIVERSITY

	Designations	Existing Scale of Pay	Revised Scale of Pay
	UGC Scheme		
	Statutory Officers		
	Vice Chancellor	UGC	UGC
	Registrar		
	Finance Officer		
	Controller of Examinations		
	Teaching Staff		
	Professor	UGC	UGC
	Associate Professor		
	Assistant Professor		
	Other Officers		
	Director of Students Welfare	UGC	UGC
	Director of Entrepreneurship		
	Director of Clinics		
	Director of Farms		
	Director, Infrastructure Development		
	Director, Centre for Advanced Studies		
	Director of Academics and Research	UGC	UGC
	Dean	UGC	UGC
	Law Officer	UGC	UGC
	Associate Director	UGC	UGC
	ADMINISTRATIVE WING		
	Joint Registrar/Sr. Deputy Comptroller/Sr. A.O	44640-58640	85000-117600
	Deputy Registrar/A.O Gr I/Deputy Finance Officer	40640-57440	77400-115200
a	Assistant Registrar H.G./A.O Gr II H.G/Assistant Finance Officer HG	36140-49740	68700-110400
	Assistant Registrar/A.O Gr II/Assistant Finance Officer	24040-38840	45800-89000
b	Section Officer H.G	20740-36140	40500-85000
	Section Officer	18740-33680	36600-79200

	Designations	Existing Scale of Pay	Revised Scale of Pay
c	Assistant Section Officer	16980-31360	32300-68700
	Senior Grade Assistant	16180-29180	30700-65400
	Assistant	13900-24040	27800-59400
	Clerical Assistant/Lab Asst Gr III	9190-15780	18000-41500
a	Office Attendant HG	8730-13540	17000-37500
	Office Attendant	8500-13210	16500-35700
	LIBRARY STAFF		
	Assistant Librarian	UGC	UGC
	Reference Officer HG	20740-36140	39500-83000
	Reference Officer	18740-33680	35700-75600
	Reference Asst HG	16980-31360	32300-68700
	Reference Asst	14620-25280	27800-59400
	FAIR COPY WING		
b	Office Superintendent(HG)	20740-36140	40500-85000
	Office Superintendent	18740-33680	36600-79200
d	Computer Assistant (Sel. Gr)	16980-31360	32300-68700
	Computer Asst. (Sen. Gr)	16180-29180	30700-65400
	Computer Asst Gr I	13900-24040	27800-59400
	Computer Asst Gr II	10480-18300	20000-45800
	ENGINEERING/TECHNICAL WING		
	Instrumentation Engineer	36140-49740	68700-110400
	Assistant Executive Engineer	21240-37040	40500-85000
	Assistant Engineer	20740-36140	39500-83000
b	Overseer Gr II	11620-20240	22200-48000
	Overseer Gr I	13900-24040	26500-56700
	Technician Gr II	8960-14260	17500-39500
*	Technician Gr I	13900-24040	26500-56700
	Operation Theatre Assistant	8960-14260	17500-39500
	Operation Theatre Technician	8960-14260	17500-39500
	Pump Operator/Oil Engine Driver Gr II	9190-15780	18000-41500

	Designations	Existing Scale of Pay	Revised Scale of Pay
	TRANSPORT WING		
e	Driver Sel.Gr.	14620-25280	27800-59400
	Driver Sen. Gr.	11620-20240	22200-48000
	Driver Gr. I	10480-18300	20000-45800
	Driver HDV/LDV	9190-15780	18000-41500
	Tractor Driver Gr II	9190-15780	18000-41500
	Bus Attendant	8960-14260	17500-39500
	FARM STAFF		
g	Farm Assistant Gr II (Vety)	10480-18300	20000-45800
	Farm Assistant Gr I (Vety)	13900-24040	26500-56700
	Farm Assistant Sr.Gr (Vety)	16180-29180	30700-65400
*	Farm Supervisor Gr.II (Vety)	18740-33680	35700-75600
*	Farm Supervisor Gr.I (Vety)	18740-33680	35700-75600
f	Farm Officer Gr II	10480-18300	20000-45800
	Farm Officer Gr I	13900-24040	26500-56700
	Farm Officer Sr. Gr	16180-29180	30700-65400
*	Farm Manager Gr.II (Agri)	18740-33680	35700-75600
*	Farm Manager Gr.I (Agri)	18740-33680	35700-75600
*	Farm Superintendent	20740-36140	39500-83000
*	Senior Farm Supervisor(Vety)	20740-36140	39500-83000
	OTHER CATEGORIES		
	Pharmacist	11620-20240	22200-48000
	Photographer	15380-25900	29200-62400
	Programmer	22360-37940	42500-87000
	Duplicating Machine Operator	9190-15780	18000-41500
	Radiographer	11620-20240	22200-48000
	Specimen Curator	8730-13540	17000-37500
	Lab Assistant Gr II	9940-16580	19000-43600
	Matron Gr II	9940-16580	19000-43600
	Hostel Manager Gr II	9940-16580	19000-43600
	Artist	15380-25900	29200-62400

	Designations	Existing Scale of Pay	Revised Scale of Pay
	Workshop Attendant	9190-15780	18000-41500
	Cook-cum- Caretaker	9940-16580	19000-43600
	Dairy Assistant	13900-24040	26500-56700
	Data Entry Operator	13210-22360	25200-54000

- a. Existing ratio 2:1 will continue.
- b. Existing ratio 1:1 will continue.
- c. Existing ratio 1:1:1 will continue.
- d. Existing ratio 1:1:1:1 will continue
- e. Existing ratio 1:1:1 among Gr.II, Gr.I and Senior Grade will continue. 10% of the posts of Driver Senior Grade will be placed in Sel.Grade.
- f. Existing ratio 2:2:1 will continue.
- g. Existing ratio 5:2:1 will continue
- * The incumbents on personal scale are eligible for the scale of pay as far as these posts are concerned