



GOVERNMENT OF KERALA

Abstract

Revision of pay of Government employees, Staff of educational institutions, Local bodies, etc. – Terms of Reference – Orders issued.

FINANCE (SECRET SECTION) DEPARTMENT

G.O. (Ms) No.79/2014/Fin.

Dated, Thiruvananthapuram, 22.02.2014.

Read:- G.O. (P) No. 583/2013/Fin dated 30.11.2013

ORDER

As per Government Order read above, a Pay Revision Commission has been constituted for revising the pay and allowances of Government employees, Staff of educational institutions, Local bodies, etc. Government order that the following will be the Terms of Reference to the Commission:-

- i) To suggest modifications, if found necessary, for the pay and allowances of ;
 - a) Posts under Government Service, including Part-time Contingent Service and Casual Sweepers.
 - b) Posts under Education Institutions of the Government, Aided Schools and Colleges and also such institutions covered by Direct Payment Scheme, including employees in part-time posts and casual sweepers and excluding those posts covered by UGC/AICTE schemes of Scales of Pay and also posts for which, Central Scale of Pay have already been allowed such as Teaching Staff in Medical Colleges and Judicial Officers etc. and
 - c) Posts under Local Bodies and Universities except those covered by AICTE/UGC/Central Schemes.
- ii) To examine the present structure of Pay and Allowances and Other Emoluments and Service conditions including, promotional avenues and fringe benefits available to the above categories of employees and suggest changes, if any required.
- iii) The commission shall also examine the scope of introducing non-cadre promotion to various categories of both gazetted and non-gazetted posts who continue in the entry cadres for long periods of service, in the lines of the Career Advancement Scheme, which has been introduced for professional categories.
- iv) To examine and suggest changes, if any, to the benefits available to Service Pensioners.

- v) To consider the scope of extending the benefits which are available to Central Government employees at present, but not available to the State Government employees.
- vi) To look into the anomalies created by the last Pay Revision, due to undue and unexplainable hike given to certain categories of employees and make suggestions to rectify the same.
- vii) To look into the cases of anomalies in the last Pay Revision specifically referred to the commission by Government and suggest remedial measures.
- viii) To examine the scope and viability of introducing a new health package as in Central Government / any other State Government / Other Sectors for the employees and service pensioners of the State and make recommendations thereon.
- ix) Feasibility of introducing a health insurance scheme for employees and pensioners by collecting premium from them.
- x) To examine the present Civil Service set up as a whole and make suggestions to increase efficiency, social accountability and making Civil Service more people friendly in the light of newly enacted Right to Service Act 2012.
- xi) To review the existing systems of lateral entries to different categories of posts in State Government Service and to make recommendations for streamlining selection procedure for such lateral entries.
- xii) To consider feasibility of deployment of IT enabled services with a view to reduction of cost of public services and to make suitable recommendations thereon.
- xiii) To review the existing rules and procedures for fixation of pay and suggest methods for simplification thereof with a view to reduce cost and time spent on such exercises.
- xiv) To asses and indicate the additional financial commitment on account of implementation of its recommendations, indicating the methodology / assumptions adopted for such assessment.

By Order of the Governor,

V. SOMASUNDARAN,
Additional Chief Secretary (Finance)

To

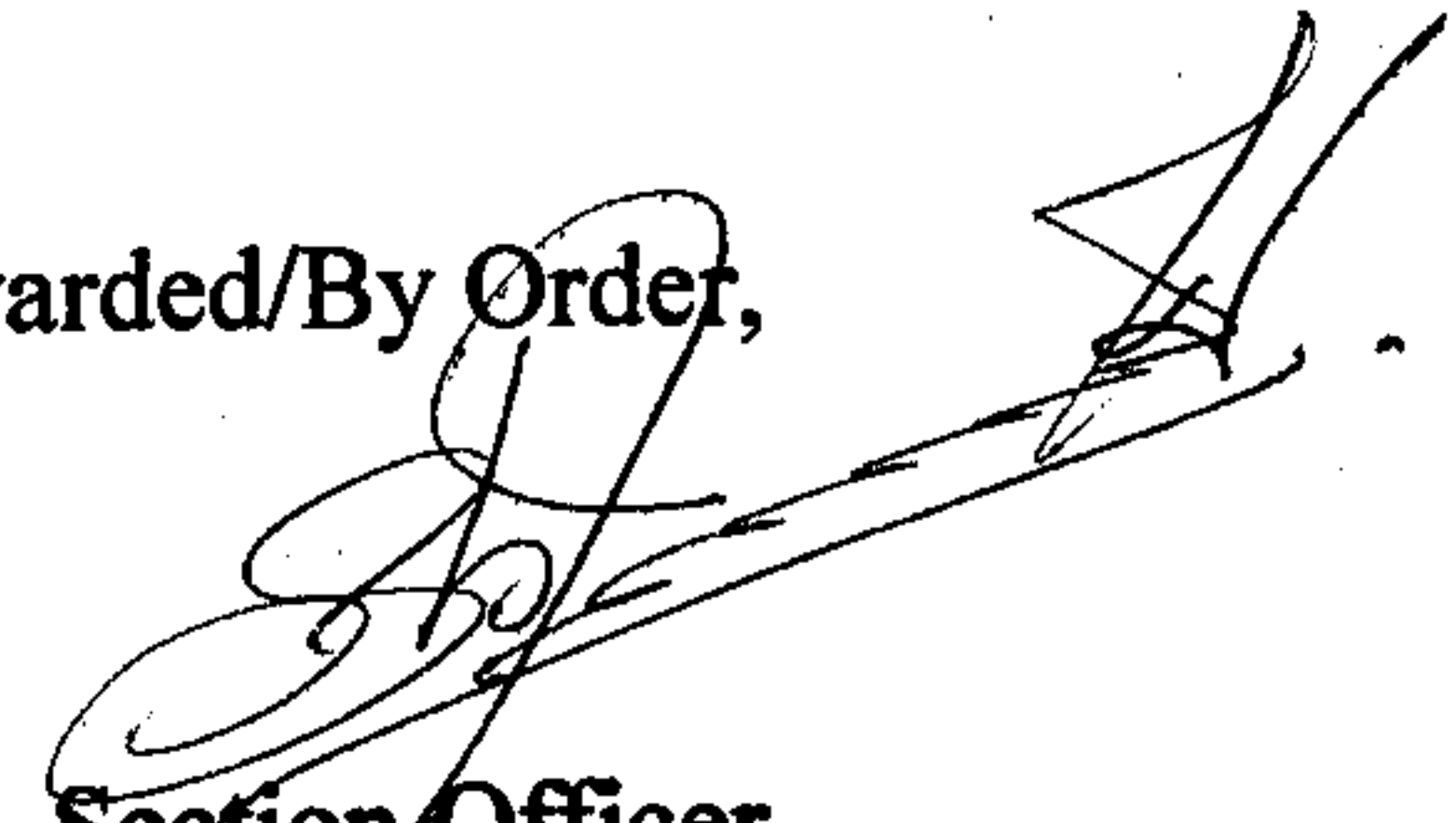
Justice C.N. Ramachandran Nair (Retd.), Chairman, 10th Pay Revision Commission.

Sri. K.V. Thomas, Member Secretary, 10th Pay Revision Commission.

Adv. T.V. George, Member, 10th Pay Revision Commission.

The Principal Accountant General (G&SSA), Kerala, Thiruvananthapuram.
The Principal Accountant General (A&E), Kerala, Thiruvananthapuram
The Accountant General (E&RSA), Kerala, Thiruvananthapuram
All Heads of Departments and Offices.
All Departments (All Sections) of the Secretariat including Law Dept.
The Director of Treasuries, Thiruvananthapuram.
The Secretary, Kerala Public Service Commission, Thiruvananthapuram (With C.L.).
The Secretary, Kerala State Electricity Board, Thiruvananthapuram (with C.L.).
The Managing Director, KSRTC, Thiruvananthapuram (with C.L.).
The Registrar, High Court of Kerala, Ernakulam (with C.L.).
The Registrar, University of Kerala/Calicut/M.G./Kannur/Cochin/Kerala
Agriculture University/ Sree Sankaracharya Sanskrit University (with C.L.).
The Advocate General, Kerala, Ernakulam, (with C.L.).
The General Administration (SC) Department (vide item No. 4975 of the
Proceedings dated 19.02.2014 of the Council of Ministers).
All Secretaries/Additional Secretaries/Joint Secretaries/Deputy Secretaries and
Under Secretaries to Government.
The Secretary to Governor.
The Private Secretary to the Chief Minister/Ministers/Government Chief Whip/
Leader of Opposition.
The Private Secretary to Speaker/Deputy Speaker.
The Director of Public Relations, Thiruvananthapuram.
The Joint Secretary to Chief Secretary.
The Managing Director /General Managers of Public Sector Undertakings/
Corporations/ Autonomous Bodies.
The Nodal Officer, www.finance.kerala.gov.in
The Stock File/Office Copy.

Forwarded/By Order,



Section Officer