



GOVERNMENT OF KERALA

Abstract

Social Justice Department – Pay Revision of employees of Kerala State Women's Development Corporation - sanctioned - orders issued.

SOCIAL JUSTICE (B) DEPARTMENT

G.O.(Ms) No. 30/2015/SJD

Dated, Thiruvananthapuram, 05.05.2015

- Read: 1. G.O.(P) No.1208/2001/Fin dated 22.10.2001.
2. G.O.(P) No.85/2011/Fin dated 26.02.2011.
3. Circular No. 42/2011/Fin dated 15.07.2011.
4. Letter No. KSWDC/EA1/1041/11 dated 19.04.2012 & 20.03.2015 from the Managing Director, Kerala State Women's Development Corporation Ltd., Thiruvananthapuram.
5. Circular No. 12/2013/Fin dated 30.01.2013.
6. Circular No. 82/2013/Fin dated 25.10.2013.

ORDER

The Managing Director, Kerala State Women's Development Corporation (KSWDC), as per his letter read as 4th paper above, has furnished a proposal for extending the benefit of pay revision as contemplated in Government Order read as 2nd paper above to the employees of KSWDC with effect from 01.07.2009 along with the resolution of the Board of Directors of the Corporation.

(2) Government have examined the matter in detail and are pleased to accord sanction to revise the scale of pay and allowances of employees of the posts having Government approval in Kerala State Women's Development Corporation, as follows, with effect from 1.7.2009 as per Annexure I of Government Order read as 2nd paper above and subject to the conditions detailed below.

Sl. No.	Name of the post	Number of post	Existing scale of pay	Revised Scale of pay
1	Managing Director	1	20700-26600	40640-57440 with a special allowance of Rs.2000/- per month with effect from the date of assuming his charge as M.D i.e., 19.07.2010.
2	Company Secretary	1	16650-23200	29180-43640
3	Finance Officer	1	12930-20250	22360-37940
4	Regional Manager	1	11910-19350	20740-36140
5	Manager (Projects)	1	12930-20250	22360-37940
6	Manager (Recovery)	1	12930-20250	22360-37940
7	Manager	1	10790-18000	18740-33680
8	Head Clerk	1	7990-12930	13900-24040
9	Assistant	4	6680-10790	11620-20240

10	Accountant	3	6680-10790	11620-20240
11	Computer Assistant	2	6680-10790	11620-20240
12	Confidential Assistant Gr. II	1	6080-9830	10480-18300
13	Lower Division Clerk	2	5250-8390	9190-15780
14	Clerk-Typist	1	5250-8390	9190-15780
15	Cashier	1	5250-8390	9190-15780
16	Typist	2	5250-8390	9190-15780
17	Driver Grade II	4	5250-8390	9190-15780
18	Record Keeper	1	5250-8390	9190-15780
19	Peon	5	4510-6230	8500-13210
20	Attender	2	4510-6230	8500-13210
21	PTS	1		4250-6700

1. The entire DA of 64% will be merged with basic pay and no DA will be admissible as on 01.07.2009.
2. The monetary benefit of this pay revision shall be effective only from 01.04.2010.
3. The employees regularised after 01.07.2009 are not eligible for fixation benefits.
4. The House Rent Allowance shall be paid as per para 13 and notes below para 13 of Government Order read as 2nd paper above.
5. The City Compensatory Allowance shall be paid as per para 15 of Government Order read as 2nd paper above and it shall be limited to those employees who are working in offices which are situated within city limits.
6. Time Bound Higher Grade shall be sanctioned as per Rules in Annexure III of Government Order read as 2nd paper above.
7. No benefits other than those mentioned above shall be granted without specific and prior orders from Government.
8. Further orders issued in continuation of Government Order read as 2nd paper above shall be applicable to the employees of Kerala State Women's Development Corporation, only with prior concurrence of Government.
9. The fixation of pay in respect of part time contingent employees shall be done in accordance with Circular read as 3rd paper above.
10. The date of effect of revised scales of pay will be 01.07.2009 and the date of effect of various allowances and other benefits will be 01.02.2011.
11. All the rules relating to option, fixation of pay and stagnation increment stipulated in Government Order read as 2nd paper above should be followed strictly. The period of

regular service in Kerala State Women's Development Corporation alone shall be reckoned for service weightage.

12. The post creation, upgradation, downgradation, abolition or redesignation of posts shall not be done without prior Government approval.
13. In case of any doubt regarding payscales, fixation etc, prior concurrence of Finance Department shall be obtained before arriving at a decision.
14. No person shall be appointed (whether full time, part time provisional, temporary, contract or daily wages), without a post validly created by Government. The employees appointed on contract basis or through employment exchanges to such validly created posts, shall be terminated on expiry of their term.
15. Extra benefits, if any, being given to employees of Kerala State Women's Development Corporation, which are not allowable to State Government employees shall be stopped while implementing this order.
16. The expenditure for implementation of pay revision shall be met by Kerala State Women's Development Corporation and Government will not provide any financial assistance in this regard.
17. Under no circumstances the Plan grants provided by Government shall be diverted for the administrative expenses including salary expenses of the employees of Kerala State Women's Development Corporation. The detailed item wise expenditure of plan grant should be explicitly specified in annual accounts.
18. As regards employers contribution towards E.P.F, the rules in E.P.F act and the guidelines issued from Government from time to time should be strictly followed. The employers contribution will be 12% of Rs.6500 (Basic Pay+DA). EPF & uniform allowance will have to be finalised in accordance with Government of India notification.
19. All pay fixations till date, in Kerala State Women's Development Corporation shall be checked as per the directions in Circulars read as 5th and 6th paper above and further necessary action shall be taken as per the directions contained therein.
20. No recruitment to any post shall be made without notification of the vacancies and without following the recruitment procedures.
21. Posts lying vacant for more than one year shall be treated as abolished, as per Government Order read as 1st paper above.
22. The Principles of reservation shall be strictly followed, in appointments to all categories in Kerala State Women's Development Corporation.
23. The formulation of Service Rules of Kerala State Women's Development Corporation shall be a pre-condition for next pay revision.

24. The Managing Director, Kerala State Women's Development Corporation will be held personally responsible for any deviation in implementation of this order.

By order of the Governor,
Tinku Biswal
Secretary to Government

To

The Managing Director, Kerala State Women's Development Corporation.

The District Treasury Officer, Thiruvananthapuram.

The Principal Accountant General (Audit), Thiruvananthapuram.

The Accountant General (A & E), Thiruvananthapuram.

The Accountant General (DB Cell), Thiruvananthapuram.

Finance Department (vide U.O. no. 33500/PUC2/2013/Fin dated 10.02.2014 and 74502/PUC2/14/Fin dated 09.01.2015).

Planning & Economic Affairs Department (vide U.O. no. 3100/BPE.2/14/Plg dated 19.05.2014).

General Administration (SC) Department

Web & New Media (for publishing in the website).

Stock File/Office Copy.

Forwarded/By order


Section Officer