

GOVERNMENT OF KERALA

Abstract

PUBLIC SERVICES—NON-GAZETTED OFFICERS AND GAZETTED OFFICERS WITHOUT
ADEQUATE PROMOTIONAL AVENUES—BENEFIT OF HIGHER GRADE—FURTHER
CLARIFICATION—ISSUED.

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FINANCE (P.R.C) DEPARTMENT

G.O.P.No.343.80. (195) Fin.

Dated, Trivandrum 6th June 1980.

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Read: -- (i) G.O. MS. 439/79.GAD. dated 1-8-1979.
(ii) G.O.P.No. 901/79/ (116) /Fin. dated 3-10-1979.
(iii) G.O. P. No. 1041/79/ (142)/ Fin. dated 27-11-1979.

ORDER

In the Government Orders read as first and second papers above, the benefit of a higher grade, with effect from 1-7-1979, was allowed to the Non-Gazetted Officers and Gazetted Officers who remain in the entry grade without promotion in the normal course, on completion of 13 years of service in the entry grade. Detailed instructions for the implementation of the above orders have been issued in the Government Order read as 3rd paper above.

2. In the Para 2 (vii) of the Government Order read as third paper above, it has been ordered, inter alia, that where a definite ratio is fixed between grades for purpose of promotion, (Such as 1:2 in the case of U.D. and L.D. Clerks), the higher grade posts shall be allowed in excess of the ratio, to accommodate those eligible for grade promotion, but further normal promotion shall not be made to that grade until the excess is wiped off. Certain Heads of Departments have sought clarification, as to whether, in view of the above restriction, all the regular vacancies in the higher grade occurring in their departments, should not be earmarked for adjustment of the higher grade posts allowed in excess of the ratio to accommodate those eligible for grade promotion. The service organizations of employees have pointed out that the above restriction will limit the existing chances of promotion of the employees, and have therefore requested Government to reconsider the matter.

3. The Government have examined the case in all its aspects. It is seen that, if the above condition is insisted upon, it will restrict the normal chances of promotion of qualified hands and will result in the denial of their legitimate claims. Accordingly Government are pleased to issue the following clarification.

The number of non-cadre higher grade posts sanctioned excess of that admissible as per the ratio, to provide those who become eligible for promotion on completion of 13 year's serve will have to be adjusted against the regular vacancies arising future. While making this adjustment, those incumbents who already holding the non-cadre higher grade posts, and who are qualified and eligible for promotion to the higher grade in the

normal course, will first be appointed against such regular vacancies, and if none of the persons holding the higher grade posts is fully qualified and eligible for promotion under the normal rules, will be promoted to such regular vacancies. In other words, the excess number of non-cadre higher grade posts, over and above that admissible as per the ratio, will be adjusted only to the extent of the number of qualified and eligible hands, available for regular promotion, from among those holding such non-cadre higher grade posts.

4. It is also clarified that promotion to non-cadre higher grade post, on completion of 13 years of service in the entry grade post, will not confer seniority on the promotees.

By order of the Governor,

P. BALAKRISHNAN NAIR
Additional Secretary (Fin.)

To

All Heads of Departments and Offices.
All Departments (All Sections) of the Secretariat.
The Accountant General, Kerala, Trivandrum, (With C.L)
The Secretary, Kerala Public Service Commission, Trivandrum (With C.L)
The Registrars University of Kerala/Cochin/Calicut (With C.L)
The Registrar, Kerala Agricultural University, Trichur (With C.L)
The General Manager, Kerala State Road Transport Corporation, Trivandrum
(With C.L)
The Secretary, Kerala State Electricity Board, Trivandrum (With C.L)
The Registrar, High Court of Kerala, Ernakulam (with C.L)
All secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and
Under Secretaries to Government.
The Secretary to Governor.
The Private Secretaries to the Chief Minister and other Ministers.
The Under secretary to the Chief Secretary.