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Public Service-- Constitution of 'Kerala Services Board'  
-Orders issued.

PUBLIC DEPARTMENT

(ORGANISATION & METHODS DIVISION)

G.O.MS.259

Trivandrum, Dated 4-8-1970.

ORDER

In order to deal with the continuing representations and agitations by the government employees for setting right alleged anomalies or inadequacies in the pay structure, government appointed a Commission in July 1968 to enquire into the scales of pay and related matters and submit a report. After examining the various representations received from service associations and hearing them, the Commission published its tentative conclusion and called for the comments of associations and individuals. The Commission submitted its final recommendations to Government after a further enquiry into the additional points raised by the associations. Orders of Government on the report of the Commission were then issued in June 1969. Government have generally accepted the assessment and evaluation made by the Commission in regard to the structure of scales of pay and related matters. In spite of the abundant opportunity afforded to the service organisations to represent their case before an independent commission of enquiry, representations continue to be received from different service organisations for a reconsideration of the orders already passed and for new concessions.

Government have been considering how best this should be dealt with so that piecemeal consideration of individual requests does not lead to continuous agitation from different sections. Government consider that a permanent arrangement has to be made to examine representations and requests received from Service Associations on their collective problems having financial implications. Government accordingly order that an independent agency called the 'Kerala Services Board' shall be constituted for this purpose with three Members.

The types of cases that may be referred to the Board, the broad considerations that should be taken into account by the Board and the procedures it should follow, are set out in the Annexure.

P.T.O.

E,  
12/11/70

Pending the constitution of a regular Board as envisaged, Government are pleased to constitute an interim Board consisting of the following Officers.

1. Sri. G. Bhaskaran Nair,  
Special Secretary to Government. *Public Dept.*
2. Sri. S. Anantakrishnan,  
Housing Commissioner.  
and
3. Secretary to Government  
Finance Department (or his nominee).

Sri. G. Bhaskaran Nair will function as the Chairman of the Board.

Representations on only the following matters should be referred by the Finance Department to the interim Board:-

1. Altering the existing set up in Government Offices relating to the proportion among the various grades of posts in a particular category and in respect of the pattern of Supervisory Posts, and
2. Avenues of promotion to avoid stagnation.

Sd/-

Chief Secretary to Government.

To

Sri. G. Bhaskaran Nair, Special Secretary to Government.  
Sri. S. Anantakrishnan, Housing Commissioner  
etc.

Sd/- Section Officer.

ANNEXURE.

1. Representations received on the following matters may be referred by the Finance Department to the Board for consideration.
2. Revision of scales of pay.
3. Grant of any monetary benefit by way of compensatory allowance, travel allowance, daily allowance, special pay, house rent allowance, risk allowance, etc. to any employee or class of employees paid from the consolidated Fund of the State.
- c. Grant of any additional concessions relating to any kind of leave or superannuation benefits requiring amendment to the existing rules.



OFFICE OF THE CONSERVATOR OF FORESTS  
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- d. Altering the existing set up in Government Offices relating to the proportion among the various grades of posts in a particular category and in respect of the pattern of supervisory posts.
  - e. Request for promotional avenues to avoid stagnation in lower scales of pay.
- and
- f. Any matter where the Government consider it necessary to consult the Board.

2. The Board shall entertain only references made to it by the Finance Department of the Government.

3. The Board shall consider such representations in all its aspects but with special reference to its financial implications and the possible impact on other Departments of Government. When making its recommendations, the Board shall not only attempt to ensure fair and suitable treatment to all classes to ensure fair and equitable treatment to all classes and categories of Government Servants but also bear in mind the concessions already extended to them during the past five years and have due regard to the financial position of the State and the urgent need for economy.

4. The provisional findings of the Board will be notified and a period of one month allowed for comments from Service Associations and interested persons. It is expected that by following this procedure there will be no anomalies in the final proposals and that the full implications of a proposal including the repercussions it will have in every service and Department will be known.

5. The representatives of Service Associations should be heard wherever such requests are made, both before the provisional conclusions and the final conclusions are arrived at.

6. After arriving at its final conclusions the Board will forward a report to Government. This final report should among other things also give an assessment of how the recommendation will affect all Departments of Government as well as the total financial implication.

Encl. on E4-32013/70(F.Dis.) dated 26-8-1970.

Copy forwarded to all subordinates Officers and above ranks of Asst. Conservator of Forests and Forest Veterinary Officer, Kozhikode for circulating among the staff in their Division/institutions.

Copy forwarded to all section heads (in this office)  
Copy to stock file.

Sd/- for Chief Conservator of Forests.

Approved for issue,

VP/7-9.

*N. S. D. N. Nair*  
SUPERINTENDENT.