

GOVERNMENT OF KERALA
Finance (PRC) Department

CIRCULAR

No. 93/PRC. B/87/Fin.

Dated, Trivandrum, 7th December 1987

Sub:- Pay Revision 1983 – Irregular Fixation of pay of N.G.Os – Rectification of Instructions issued

Ref:- 1. G.O.(P) 515/85/Fin, dated 16-9-1985
2. Letter No. Pay Fixation Cell 1/I/39 dated 5-6-1987 from the Accountant General (Audit), Kerala, Trivandrum

In the G.O. read as first paper above order were issued revising the scales of pay and allowances of State Employees from 1-7-1983. In para 48 of the said G.O., it has been specified among other things that if an officer competent to fix pay under the G. O. dated 16-9-1985, or approve the pay fixation or countersign the option statement has any doubt in the application of the rules, he shall seek clarification of Government before approving the pay fixation and disbursing the pay. The Accountant General in his letter second cited has brought to notice of Government certain irregularities and defects in the fixation of pay made in pursuance of the G.O. dated 16-9-1985 in the case of N.G.Os. dated in audit, Government after examining the same issue the following clarifications and instructions.

1. Under Rule-8 of Rules for fixation of pay in Annexure – III to G.O.(P) 515/85/Fin.dated 16-9-1985 weight age is allowed at the rate of half per cent of basic pay in the ‘existing scale’ for each completed year of service subject to a minimum of 5% and a maximum of 15%. The monetary benefit for weight age is Rs.50 at the minimum and Rs. 150at the maximum. The above limitations should be applied invariably in all cases.
2. According to the note under Rule – 8 of the Rules for fixation of pay, service for the purpose of the rules means service qualifying for normal increments in the scale of pay. Service not counting for increment, time spent on extraordinary leave, period of increment bar with cumulative effect etc. which do not qualify for increment cannot be reckoned for arriving at the qualifying service for weight age.
3. Para 10 of G.O. (P) 515/85/Fin. dated 16-9-1985 contains orders relating to the scheme of liberalized time bound/non-cadre promotions. These orders have effect only from the date of the order viz. 16-9-1985. Governments have already clarified the above aspect in G.O (P) 618/86/96/Fin. dated 18-9-1986. Time bound/non-cadre promotions sanctioned with effect from 1-7-1983, with monetary benefit from 1-4-1985 are irregular and the same, if any, made should be rectified.
4. According to Rule-12 of the Rules for fixation of pay in Annexure –III to G.O. (P)515/85/Fin. dated 16-9-1985 promotions or appointments made on or after 1-7-1983 will be deemed to have been made to the revised scale of

the post and pay in such cases prefixed, if necessary under the normal rules. It, therefore, means that option cannot be exercised with reference to the post to which promotion or appointment is made on or after 1-7-1983.

5. it has come to notice in several cases, fixation of pay under Rule-28A, Part- I, K.S.R. is seen allowed twice, first at the time of grade promotion and for a second time on regular promotion to the same post. The benefit of fixation under rule 28-A, Part I, K.S.R. is not be admissible on regular promotion to the same post with reference to the pay of the higher grade.
6. As per Rule-9 of the Rules for fixation of pay in Annexure –III to G.O.(P) 515/85/Fin. dated 16-9-1985, if the amount arrived at by allocation of Rule-8 *ibid* is a stage in the revised scale of pay, pay shall be fixed at that stage and if not at the stage next above Two cases in which the above rules are applied are illustrated below.

Example I: A Senior Confidential Assistant drawing Rs. 810 in the existing scale of Rs. 600-1100 with a total service of 22 years pts to come over to the revised scale of Rs. 1050-2000 on 1-7-1983

<i>Existing scale</i>	<i>Revised scale</i>
Rs	Rs
600-200-660-25-860-30-1100	1050-30-1200-40-2000
Pay in the existing scale of Rs. 600-1100 on 1-7-1983	810.00
D.A. at 438 point of CPI On 1-5-1983	501.00
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Existing emoluments	1311.00
Weight age for 22 years service	89.00
Total	
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1400.00	

Rs. 1400 is being a stage in the revised scale of Rs. 1050-2000 his pay as on 1-7-1983 is fixed at Rs. 1400.

Example II: A Junior Superintendent with 24 years of service drawing Rs. 850 in the scale of Rs. 520-900 opts to come over to the revised scale of Rs. 950-1640 w.e.f. 1-7- 1983.

<i>Existing scale</i>	<i>Revised scale</i>
Rs.	Rs
520-18-700-20-800-25-900	950-25-1100.30-1400-40-1640
Basic pay on 1-7-1983	850.00
D.A. at 488 points for CPI As on 1-5-1983	525.00
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Existing emoluments	1375.00
Total service – 24 years	102.00
Weight age	
Existing emoluments+weightage	<u>1477.00</u>

Rs. 1477 is not a stage in the revised scale of Rs. 950-1640. His pay be fixed at the next stage viz. Rs. 1480

The Accountant General has also pointed out that these are mistakes living at the existing emoluments in several cases due to mistakes in totaling. Such arithmetical errors should be corrected and pay refixed correctly.

All Heads of Departments and subordinate officers will ensure that no irregular fixation of pay of non-gazetted officers has been made on wrong interpretation of the rules and orders. If in any case, fixation of pay has been made erroneously, without observing the above instructions/clarification, such cases will be reviewed and their pay fixed afresh. Excess payment made to the incumbents concerned will be recovered forthwith.

P.K.KRISHNANKUTTY NAIR,
Additional Secretary

To

The Accountant General (A & E/ Audit), Kerala, Trivandrum
All Heads of Departments
All Departments (all Sections) of the Secretariat
The Secretary, Kerala Public Service Commission (with C.L)
The Registrar, University of Kerala/Cochin/Calicut (with C.L)
The Registrar, Kerala Agricultural University, Trichur (with C.L)
The Registrar, Gandhiji University, Kottayam (with C.L)
The General Manager, Kerala State Road Transport Corporation, Trivandrum (with C.L)
The Secretary Kerala State Electricity Board, Trivnadrum, (with C.L)
The Registrar of High Court Ernakulam (with C.L)
All Secretaries, Additional Secretaries, Joint Secretaries, Department Secretaries and Under Secretaries to Government
The Secretary to Governor
The Private Secretaries to the Chief Minister and other Ministers
The P.A. to Speaker
The Private Secretaries to the Leader of Opposition and Government Chief Whip
The Deputy Secretary to the Chief Secretary