

Date: 07/11/2022

GM

Manager



GOVERNMENT OF KERALA



Abstract

Industries Department - Kerala Khadi and village Industries Board- 11th Pay Revision of the employees of Kerala Khadi and Village Industries Board- Sanction accorded - Orders issued.

INDUSTRIES (K) DEPARTMENT

G.O.(Ms)No.115/2022/ID Dated, Thiruvananthapuram, 04-11-2022

Read: 1. G.O(P) No.27/2021/FIN, dated 10.02.2021.
2. Letter No.KB-894/2020/E2 dated 19.02.2021 from the Secretary, Kerala Khadi and Village Industries Board.

ORDER

The Secretary, Kerala Khadi and Village Industries Board as per the letter read as 2nd Paper above has requested Government to accord sanction to extend the benefits of General Pay Revision as provided in the Government Order read as 1st paper above, to the employees of Kerala Khadi and Village Industries Board with effect from 01.07.2019.

2) The Board of Directors of Kerala Khadi and Village Industries Board in its meeting held on 06.02.2021 resolved to grant revision of pay to the employees of Kerala Khadi and Village Industries Board after obtaining the approval of Government.

3) Government have examined the matter in detail and are pleased to revise the pay scales of the employees of Kerala Khadi and Village Industries Board with effect from 01.07.2019 and the categories of posts with existing and revised scale of pay and stage to stage fixation Table of the 11th pay revision for Kerala Khadi and Village Industries Board are appended as Annexure to this Government Order and as detailed below, subject to the conditions that, annual accounts of Kerala Khadi and Village Industries Board must be completed and submitted to Government immediately.

A) The conditions which were stipulated in G.O(P) No.27/2021/FIN dated 10/02/2021 must be implemented to the following matters while implementing the pay revision.

Part time contingent employees	para 32
Allowances	-
HRA	Para 12
TA	Para 27

B) Dearness Allowance

Dearness Allowance will be as per para 11 of the G.O(P) No.27/2021/Fin dated 10/02/2021 and the rates of DA will be as announced by the State Government for the State Government employees on the revised scale of pay

w.e.f. 01.07.2019. The rates of DA on revised scales of pay with effect from 01.07.2019 will be as follows:

Date	Rate of DA %	Total DA %
01/07/19	0	0
01/01/20	4	4
01/07/20	3	7

C) Rules for Fixation of Pay :

- (1) The revised scales of pay will come into force with effect from 01.07.2019, but the arrears of pay revision up to the month of this order will be as per the conditions prescribed for Government employees. The date of effect of revised Time Bound Higher Grade scheme will be 01.04.2021 and Time Bound Higher Grade will be as per Annexure VI of G.O(P) No.27/2021/Fin dated 10/02/2021 except condition No.22.
- (2) All employees who were in service as on 01.07.2019 shall come over to the revised scale of pay as per the stage to stage fixation table with effect from 01.07.2019. There will be no option facility to elect another date for pay revision.
- (3) The pay in the revised scale as on 01.07.2019 will be the corresponding revised pay stage of pre - revised pay as provided in stage to stage fixation table. However, if the corresponding revised stage is less than the minimum of the revised scale of the post, the pay will be fixed at the minimum. There will be no fixation exercise for calculation of revised pay as was done in previous pay revisions.
- (4) In cases where the existing pay as on 01.07.2019 is retrospectively changed after 01.07.2019 for any reason, the pay so changed will be revised as provided in stage to stage fixation table.
- (5) All appointments and promotions made on or after 01.07.2019 shall be deemed to have been made fixed in the revised scale of pay and pay will be fixed accordingly and the monetary benefit of the revision will be allowed as prescribed in the case of Government employees.
- (6) The existing emoluments for the purpose of these rules will be the basic pay drawn as on 01.07.2019 in the existing scale of pay. Increments, if any, accrued on 01.07.2019 will also be reckoned.
- (7) Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01.07.2019.
- (8) In cases where Personal pay is existing in the pre- revised scale of pay, revised pay stage in the revised scales shall be arrived at based on the pre- revised basic pay only. After arriving at the revised pay stage, existing Personal pay will be revised by multiplying it with the factor of 1.38 and the result will be rounded off to the next multiple of Rs 100. If the amount so obtained is equal to or greater than the amount of increment(s) next above the pay fixed in the revised scale, an amount of personal pay equal to the sum of increment(s) in the revised scales of pay will be subsumed into the basic pay in the revised scale of pay. The remaining portion of Personal pay, if any, after subsumed into basic pay, will be continued in the revised scales as Personal pay. In other cases where the revised Personal pay as arrived at above is less than an increment, the Personal pay will be continued as such in the revised scale without absorption in future increase in pay.
- (9) Residuary Pay existing in the pre-revised pay structure will not be reckoned

for determination of pay stage in the revised scale. The existing Residuary Pay in the pre-revised scale will be multiplied by a factor of **1.38** and the result will be rounded to the next multiple of Rs.10. The Residuary Pays fixed will be retained in the revised scale and the existing conditions of payment will continue.

(10) Special Pay existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. The existing Special Pay in the pre-revised scale will be multiplied by a factor of **1.38** and the result will be rounded to the next multiple of Rs.10. The Special Pay so fixed will be retained in the revised pay scales provided such Special Pay is not available in the revised pay scale.

(11) Stagnation increment existing in the pre-revised pay structure will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increments in the scale.

(12) In the case of an employee enjoying Personal pay, Special pay and Stagnation increment at the same time in the pre-revised pay structure, Special pay and Personal pay will be retained in the revised pay structure, each multiplied by a factor of 1.38 and rounded to the next multiple of 10. But Stagnation increment will be retained as provided under Rule 11 .

(13) If the amount arrived by multiplication of Personal pay and Special pay by the factor provided is a multiple of 10 or Rs 100 as the case may be, the amounts will not be rounded off to the next multiple.

(14) The existing date of increment shall not undergo any change. In all cases where the minimum of the scale of pay of an employee is greater than the pay stage eligible with effect from 01.07.2019 in accordance with stage to stage fixation table, the date of next increment will be on completion of one year of service from that date. The monetary benefits of the revised increment rate will be allowed as prescribed in the case of Government employees.

(15) In the case of an Officer who is on deputation / foreign service and has opted for the pay of the deputation post or is on leave without allowances or is under suspension as on 01.07.2019, his pay will be fixed under these rules on the date of his rejoining duty on the basis of pay last drawn immediately before 01.07.2019. In cases where the officer on deputation/Foreign Service as on 01.07.2019 has opted for the grade pay and allowances of his cadre post, he will be allowed revised pay fixation as if he were continuing in his parent department.

(16) In the case of employees who are continuing on LWA on 01.07.2019, their pay will be fixed in the revised scale as on the date of return from leave on the basis of pay last drawn before entering on leave. However, if LWA is granted under Rule 91A Part I KSRs or on Medical Certificate to an Officer, both of which qualify for increment under Rule 33(b)(2) KSR, Part I, the pay of such an officer will be fixed on the date of return from leave by counting the increment accrued on 01.07.2019.

(17) Provisional employees recruited on scales of pay through employment exchange or otherwise who were in service on 30.06.2019 and continued thereafter shall be eligible only for fixing the minimum of the revised scale of pay with effect from 01.07.2019.

(18) An employee whose increment is withheld for want of declaration of probation as on 01.07.2019 will be allowed the benefit of pay revision fixation on the basis of the pay actually drawn as on 01.07.2019. The pay so fixed will be revised to the corresponding stage in accordance with stage to stage fixation table on declaration of probation, notionally counting the increment accrued but

withheld. After that he will draw his next increment on the normal date.

(19) Regular employees who have got a new appointment either through by transfer or by PSC appointment, for which pre service training with stipend is mandatory and the employees were on such training as on 01.07.2019, their pay on 01.07.2019 will be revised based on the actual pay drawn in the former post prior to 01.07.2019, and after completion of such training, pay in the new post will be fixed as per the relevant rules in KSR on the date of assuming duty in the new post.

(20) The existing system of allowing stagnation increment will continue. Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed maximum of the Master scale ie, Rs.140500.

(21) Also regards to Personal Pay, it will be given subject to the condition that maximum basic pay after adding Personal Pay shall not exceed maximum of the Master scale ie, Rs.140500.

(22) Newly recruited permanent employees on or after 30.06.2019 shall be eligible only for fixing the minimum of the revised scale of pay with effect from 01.07.2019. Stage to stage fixation table is not applicable to them. Stage to stage fixation table is only applicable to employees recruited before 01/07/2019.

D) General conditions.

1. Annual Accounts and AG's audits of the board should be updated scrupulously as per the directions contained in Circular No. 53/2022/Fin dated 07.07.2022 and Circular No.97/2021 dated 25.10.2021 respectively.

2. Government agrees to revise the pay revision and the revised scales of pay shall come into effect from 01.07.2019. The monetary benefits of the revision will be granted as is being done in the case of Government employees. *Also all allowances mentioned in this Pay Revision will have effect from the month in which the pay revision order is issued only.* The revised scheme of Time Bound Higher Grade will be given effect from 01.04.2022. The arrears of DA before 01/04/2021 will be granted as prescribed in the case of Government employees.

3. Kerala Khadi and Village Industries Board sell their khadi products in the market with a profit margin. If there is any subsidy given by the board for selling their products, this subsidy amount has been granted to the board by the Government. So there is no case of loss while selling their products. So the expenditure on account of the revision will be met from the internal resources of the Board and Government will not bear any cost in this regard under any circumstances.

4. Pay revision is applicable only to those employees who are working against the sanctioned posts, created with the approval of Government.

5. The Board shall not change the terms and conditions of service of its employees (including leave rules) without prior approval of the Government.

6. No new posts will be created, upgraded or re-designated without the prior approval of the Government.

7. All allowances, benefits and perks, if any, which are not specified in this revision shall be discontinued forthwith. Allowances which are not specifically mentioned will be treated as withdrawn.

8. The Administrative Officers concerned will check all cases of fixation of pay in the revised scales and indicate in the Service Books the fact of having checked the pay fixation. In case where fixation or grant of higher grade or payment of increased benefits is found to be incorrect, he shall give instructions to officers to

rectify the defects.

9. Recoveries will be insisted upon where over payments are made. If an officer competent to authorize pay under these orders or approve / countersign the pay fixation has any doubt regarding the application of these orders, he shall seek clarification of the Pay Revision Cell in the Finance Department in Government before approving the pay fixation and disbursing the pay. All employees shall furnish an undertaking in the prescribed form to their DDO in order to get their pay fixed in the revised scale. The undertaking shall be countersigned by the DDO and pasted in the Service Book of the incumbent.

10. Attendance Management System must be introduced at all offices and units (Punching system) and it must be connected with the salary.

11. Appointments (permanent / deputation / temporary / daily waged / provisional) shall be made only in the posts that are validly created by way of Government Order.

12. In case of any doubt regarding pay scales, fixation etc. prior concurrence of Government should be obtained before arriving at a decision. No stepping up of pay will be allowed under any circumstances. Anomaly, if any, shall be brought to the notice of Government. The Board shall not attempt to rectify the anomaly.

13. Any modification to the Rules of Fixation of Scale of Pay / Promotional Avenues etc. shall not be allowed without prior approval of Government.

14. All staff in the Board must be selected through PSC only. Contract/Daily wage employees must be selected only for a contract period of 179 days only. Contract/Daily wage employees in the Board cannot be posted permanently. Circular No.55/2022/FIN, dated 08/07/2022 must be strictly followed. If any violation in this regards occur, Secretary, Kerala Khadi and Village Industries Board will be personally responsible for that and strict actions will be taken against them.

15. Interim Relief, if any received will be recovered in installments from the month in which the pay revision order is issued.

16. Board must do sustainable utilization of the allotted resources by applying effective/efficient economic measures (effective / efficient utilization of the allotted funds for various projects without any drain of public funds and also make maximum profit with maximum customer satisfaction).

17. In this pay revision, the Stage to Stage fixation table is only applicable to the permanent employees of Kerala Khadi and Village Industries Board who has been appointed before 01.07.2019. The pay of new appointments will be started from the beginning of the concerned scales. Newly recruited permanent employees on or after 01.07.2019 shall be eligible only for fixing the minimum of the revised scale of pay with effect from 01.07.2019. Stage to stage fixation table is not applicable to them.

18. Ratio based promotions, up gradation or re-designation shall be granted only with the approval of Government .

19. Recovery of Excess Payment: Chances for erroneous revision of pay cannot be ruled out in spite specific table for stage to stage revision, and in such cases recovery will have to be effected from those who received pay in excess. In order to facilitate recovery, Government may direct to obtain an undertaking from all employees as has been prescribed in G.O.(P) No.169/2019/Fin dated 13.12.2019.

20. Posts lying vacant for a period of more than one year should be abolished as per G.O(P)No.1208/2001/Fin dated 22/10/2001.

21. While applying this pay revision, if any deviation in any point of this occurred from the side of Khadi Board, Government will take strict action against

the concerned parties and also the Secretary, Kerala Khadi and Village Industries Board will be held personally liable for any kind of discrepancies while implementing this order.

4. The Secretary, Kerala Khadi and Village Industries Board will forward proposal for the revision of pension based on the pay revision separately.

(By order of the Governor)
A P M MOHAMMED HANISH
PRINCIPAL SECRETARY

The Secretary, Kerala Khadi and Village Industries Board, Thiruvananthapuram
The Director/Additional Director, Industries & Commerce, Thiruvananthapuram
The Principal Accountant General (Audit/A&E), Kerala, Thiruvananthapuram
General Administration (SC) Department,
Finance Department (Vide UO.No.PU-D1/28/2021/FIN, dated, 15.09.2022)
The Planning & Economic Affairs(BPE) Department(Vide.Note.No.PLGEA-
BPE1/34/2022-PLGA, dated, 04.03.2022)
I&PR Department (For publishing the GO in Govt.website)
Stock File

✓ C.E.O, K.Bid, TVPM

Forwarded/By order
Signed by S Padmaja

Date: 05-11-2022 11:49:35

Section Officer

Copy to:- PS to Chief Minister
PS to Minister (Industries)
PA to Principal Secretary (Industries)
CA to Joint Secretary (Industries)

ANNEXURE

11th Pay Revision for KK&VI Board

A). The categories of posts with the existing and revised scales of pay are given below :

Sl.No	Name of Post	Number of Sanctioned Post	Existing Scale of Pay	Proposed Scale of Pay as per 11 th Pay Revision Order
1	Director	5	55350-101400	77200-140500
2	Deputy Director	3	45800-89000	63700-123700
3	Project Officer	14	40500-85000	56500-118100
4	Accounts Officer	2	40500-85000	56500-118100
5	Village Industries Organiser	1	40500-85000	56500-118100
6	State Khadi Organiser	1	40500-85000	56500-118100
7	Deputy Registrar	1	40500-85000	56500-118100
8	Marketing Officer	1	40500-85000	56500-118100
9	Laison Officer	1	40500-85000	56500-118100
10	Law Officer	1	40500-85000	56500-118100
11	Assistant Registrar	10	35700-75600	50200-105300
12	Village Industries Officer	12	35700-75600	50200-105300
13	Information Officer	1	35700-75600	50200-105300
14	Statstician	1	35700-75600	50200-105300

15	Senior Superintendent	2	35700-75600	50200-105300
16	Junior Accounts Officer	2	35700-75600	50200-105300
17	Palmgur Organiser	1	35700-75600	50200-105300
18	Development Officer (Oil)	1	35700-75600	50200-105300
19	Development Officer (HMP)	1	35700-75600	50200-105300
20	Organiser (NEOS)	1	35700-75600	50200-105300
21	Pottery Expert	1	35700-75600	50200-105300
22	Organiser (HPPI)	1	35700-75600	50200-105300
23	Bee-Expert	1	35700-75600	50200-105300
24	Junior Superintendent	19	30700-65400	43400-91200
25	Senior Co-operative Inspector (Special Grade)	8	32300-68700	45600-95600
26	Senior Co-operative Inspector	36	30700-65400	43400-91200
27	Office Manager	1	30700-65400	43400-91200
28	Manager (Dye House)	1	29200-62400	41300-87000
29	Instructor Spinning (Training Centre)	1	29200-62400	41300-87000
30	Instructor Weaving (Training Centre)	1	29200-62400	41300-87000

31	Store Superintendent	1	27800-59400	39300-83000
32	Manager Godown	2	27800-59400	39300-83000
33	Senior Accountant	1	27800-59400	39300-83000
34	Fair Copy Superintendent	2	30700-65400	43400-91200
35	Khadi Development Officer	3	27800-59400	39300-83000
36	Technical Assistant (Khadi)	7	27800-59400	39300-83000
37	Technical Assistant (Bio-Gas)	1	27800-59400	39300-83000
38	Technical Assistant (Lime)	1	27800-59400	39300-83000
39	Technical Assistant (Fibre)	1	27800-59400	39300-83000
40	Organiser (Leather)	1	27800-59400	39300-83000
41	Warden	1	27800-59400	39300-83000
42	Selection Grade Typist	7	27800-59400	39300-83000
43	Senior Grade Typist	7	26500-56700	37400-79000
44	Upper Division Typist	8	25200-54000	35600-75400
45	Lower Division Typist	8	19000-43600	26500-60700
46	Juionr Co-operative Inspector	36	27800-59400	39300-83000

47	Palmgur Instructor	3	26500-56700	37400-79000
48	Gurkhandasari Demonstrator	4	26500-56700	37400-79000
49	Village Oil Inspector	2	26500-56700	37400-79000
50	Store Assistant	4	26500-56700	37400-79000
51	Khadi Extension Officer	6	25200-54000	35600-75400
52	Amber Manager	1	25200-54000	35600-75400
53	Store Keeper	11	25200-54000	35600-75400
54	Confidential Assistant Gr.II	2	20000-45800	27900-63700
55	Confidential Assistant Gr.I	1	26500-56700	37400-79000
56	Confidential Assistant (Senior Grade)	1	30700-65400	43400-91200
57	Confidential Assistant (Selection Grade)	1	36600-79200	51400-110300
58	Upper Division Clerk/Upper Division Accountant	59	25200-54000	35600-75400
59	Ist Grade Assistant	11	25200-54000	35600-75400
60	Manager Khadi Grama Soubhagya/Cotton Godown	11	25200-54000	35600-75400

61	Mechanic Village Oil	3	22200-48000	31100-66800
62	Supervisor HMP	4	22200-48000	31100-66800
63	Village Pottery Inspector	3	26500-56700	37400-79000
64	Mechanic Dye House	1	22200-48000	31100-66800
65	Loom Inspector	1	22200-48000	31100-66800
66	Curator (Museum)	1	22200-48000	31100-66800
67	Amber Instructor	3	20000-45800	27900-63700
68	Bee Keeping Filed Man	30	19000-43600	26500-60700
69	Clerk cum Typist	3	19000-43600	26500-60700
70	Clerk Cum Accountant	1	18000-41500	25100-57900
71	Lower Division Clerk/Lower Division Accountant/Cashier	57	19000-43600	26500-60700
72	Second Grade Assistant	19	19000-43600	26500-60700
73	Asssistant Manager , Khadi Grama Soubhagya	12	19000-43600	26500-60700
74	Technical Supervisor (Match)	5	18000-41500	25100-57900
75	Technical Supervisor (Blacksmithy)	1	18000-41500	25100-57900

	& Carpentry)			
76	Technical Supervisor (Leather)	1	18000-41500	25100-57900
77	Village Pottery Instructor	1	18000-41500	25100-57900
78	Carpenter	1	18000-41500	25100-57900
79	Sergent	1	18000-41500	25100-57900
80	Driver Gr-II	20	18000-41500	25100-57900
81	Cook	1	17000-37500	23700-52600
82	Boy Attender	11	17000-37500	23700-52600
83	Boy Assistant	8	17000-37500	23700-52600
84	Potter	2	16500-35700	23000-50200
85	peon/watchman	68	16500-35700	23000-50200
86	Spinning Instructor	221	16500-35700	23000-50200
87	Weaving Instructor	125	16500-35700	23000-50200
88	Part Time Sweepers/ Cleaners whose area of Work is 400 Sq.M and above but belw 800 Sq.M	12	9340-14800	13000-20670
89	Part Time Sweepers/ Cleaners whose area of Work is 100 Sq.M and above but belw 400	8	8200-13340	11500-18660

Sq.M

B).Stage to Stage Fixation Table

1	16500	23000	39	43600	60700
2	17000	23700	40	44700	62200
3	17500	24400	41	45800	63700
4	18000	25100	42	46900	65200
5	18500	25800	43	48000	66800
6	19000	26500	44	49200	68400
7	19500	27200	45	50400	70000
8	20000	27900	46	51600	71800
9	20550	28700	47	52800	73600
10	21100	29500	48	54000	75400
11	21650	30300	49	55350	77200
12	22200	31100	50	56700	79000
13	22800	32000	51	58050	81000
14	23400	32900	52	59400	83000
15	24000	33800	53	60900	85000
16	24600	34700	54	62400	87000
17	25200	35600	55	63900	89000
18	25850	36500	56	65400	91200
19	26500	37400	57	67050	93400

20	27150	38300	58	68700	95600
21	27800	39300	59	70350	97800
22	28500	40300	60	72000	100300
23	29200	41300	61	73800	102800
24	29900	42300	62	75600	105300
25	30700	43400	63	77400	107800
26	31500	44500	64	79200	110300
27	32300	45600	65	81000	112800
28	33100	46700	66	83000	115300
29	33900	47800	67	85000	118100
30	34800	49000	68	87000	120900
31	35700	50200	69	89000	123700
32	36600	51400	70	91000	126500
33	37500	52600	71	93000	129300
34	38500	53900	72	95000	132100
35	39500	55200	73	97000	134900
36	40500	56500	74	99200	137700
37	41500	57900	75	101400	140500
38	42500	59300			