

# KERALA STATE ELECTRICITY BOARD

## Abstract

Modifications to Rule 28A & Rule 37 (a) of Part I, Kerala Service Rules – Adoption of Government Orders – Sanctioned – Orders issued.

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### **PERSONNEL DEPARTMENT**

B.O.(FB) No.1229/2008

(PS1/5929/2007) Dated,Thiruvananthapuram 16.5.2008

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- Read:-
1. B.O.(FB)No.1086/2007 (Pay Fixn./Pay Revision/03/07) dated 08.05.07.
  2. G.O.(P) No.227/07/(54)/Fin dated 31.05.07.
  3. G.O.(P) No.406/07/(68)/Fin dated 07.09.07.
  4. Proceedings of the Board Meeting dated 18.04.2008.(Agenda item 97/08)

## ORDER

Board is pleased to adopt the modifications in amended Rules 28(A) & 37 (a) of Part I, KSR as ordered by G.O.(P) No.227/07 (54)/Fin dated 31.05.07 and its Erratum Order dated 07.09.07 in the Board for implementation for Promotions/Grade Promotion taking place after the date of Long Term Settlement , ie.28.02.07.

The Chief Internal Auditor will issue appropriate illustrations in view of the adoption of the Government Orders dated 31.05.07 and 07.09.2007.

Copies of the Government Orders are appended.

By Order of the Board

Sd/-  
M. Subair  
Secretary

To

The Chief Internal Auditor  
All ARUs

Copy to:

The Chief Engineer (HRM).  
The FA/LA&DEO/CVO/  
The Director,MIS/PRO/All RAOs  
The TA to Chairman/Member(G)/Member (T&D)  
The PA to Member (F)/Secretary  
The FC Supdt./Record Section/Library

Forwarded/ By Order

Sd/-  
Senior Superintendent

# GOVERNMENT OF KERALA

## Abstract

Pay Revision 2004 – Modifications to Rule 28A & Rule 37 (a) of Part I Kerala Service Rules – Further Orders issued.

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### **FINANCE (PARC) DEPARTMENT**

G.O.(P) No.227/07 (54)/Fin.

Dated,Thiruvananthapuram 31<sup>st</sup> May, 2007

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Read:- 1. G.O.(P)No.145/06/Fin.dated 25.3.2006  
2. Letter No.Co-ord.II/10-97/I/26/205 dated 3.5.2006, and CO-ord.II/10-97/vol.II dated 25.9.2006 of the Accountant General (A&E),Kerala.

### **ORDER**

As per the orders issued in the G.O.read as 1<sup>st</sup> paper above, Rules 28A & 37(a), Part I Kerala Service Rules were modified, with effect from 26.3.2006. By this modification, the refixation of pay in the promoted post/grade consequent on change of pay in the lower post/grade has been dispensed with. However, in order to avoid the anomaly of seniors drawing lesser pay than their juniors solely due to the application of the modified rule, promotees were allowed to elect the date beneficial to them to fix their pay under rule 28A. The details of the method of application of the modified rules, and a format for filing option are included in paragraph 49 of the G.O.read above.

2. The Accountant General in his letters read above has sought certain clarifications relating to the above orders. He has also suggested certain modifications to the orders and to the form of option issued as per the above G.O. Government have examined the matter in consultation with the Accountant General and are pleased to order that the orders in paragraph 49 of the G.O. read as 1<sup>st</sup> paper above shall be modified to the following effect.
3. In all cases of regular promotions, including ratio based promotions, to posts carrying higher time scale of pay, the minimum of which does not exceed Rs.20700, whether it involves change of duties and responsibilities or not, pay in the promoted scale will be fixed as per the provisions of Rule 28A, Part I, KSRs without refixation of pay in the higher scale consequent on change of pay in the lower scale. Next increment in the higher time scale will fall due only on completion of 12 months from the date of fixation of pay, in the higher time scale of pay, under rule 28A. Promotees will be given opportunity to elect the date on which their pay is to be fixed in the higher time scale of pay under Rule 28A. Two options as indicated below will be available to the promotees for fixation of pay under Rule 28A.

Option (a). Pay will be fixed in the higher time scale of pay, on the date of promotion, under rule 28A. Next increment in the higher time scale will fall due only on completion of one year from the date of such fixation of pay.

OR

Option (b) Pay on the date of promotion will be initially fixed at the stage of the higher time scale of pay of the promoted post next above the pay in the lower time scale of pay. Thereafter fixation of pay under rule 28A will be allowed, based on the pay in the lower post on the date opted by the promotee, ie.on the date of increment in the lower post. Next increment will fall due only on completion of one year from the date of fixation of pay under rule 28A. If the fixation of pay under rule 28A on the date of option does not make any change in the pay in the higher time scale, the pay of the promotee will remain at the same stage till completion of one year from the date of initial fixation (date of promotion) of pay in the higher time scale. Next increment in such cases will be allowed on completion of one year from the date of initial fixation of pay in the higher time scale of pay.

4. The modified format for exercising option is given below:-

**OPTION FOR FIXATION OF PAY UNDER RULE 28A, PART 1, KSR.**

\*(a) Consequent upon my promotion as ..... with effect from .. . . . .

..... FN/AN, I hereby opt the fixation of pay under rule 28A, in the higher scale of pay of the promoted post, with effect from the date of promotion, without any review consequent on accrual of increment in the lower scale.

\*(b) Consequent upon my promotion as ..... with effect from .. . . . .

..... FN/AN, I hereby opt the initial fixation of my pay at the stage in the time scale of pay of the promoted post next above my

pay in the scale of pay of the lower post on the date of promotion, and thereafter under Rule 28A in the higher scale of pay of the promoted post based on the pay in the lower post with effect from .. . . . . i.e from the date of accrual of next increment in the scale of pay of the lower post.

Signature:

Place:

Name:

Date:

Designation:

\*Strike off whichever is not applicable.

- 5. In all cases of regular promotions including ratio based promotions to posts carrying higher time scale of pay, the minimum of which exceeds Rs.20,700{i.e.under Rule 37(a)} the pay, of the promotee, on the higher time scale will be initially fixed at the stage next above his pay in the lower time scale of pay. In such cases, if his pay in the lower scale becomes equal to his pay in the higher scale consequent on accrual of increment in the lower scale, his pay in the higher scale will be fixed at the next higher stage in the higher scale of pay with effect from that date. Next increment in the promoted post will be allowed only after completion of one year service from this date.
- 6. Illustration of fixation of pay under the modified rule is appended.
- 7. The above orders shall take effect from 26.3.2006. Suitable amendment to Kerala Service Rules shall be issued separately.
- 8. In all future promotions, the promotion order should contain a provision that the employee shall exercise option within one month from the date of promotion order or date of taking over charge of the promoted post whichever is later. Those who do not file option within the time limit will be deemed to have elected option (a)for fixation of pay. In the case of promotions taken place after 25.3.2006, the promotees will be allowed to elect option (a) or (b) afresh under modified rule 28A, Part I KSRs within three months from the date of this order. This opportunity for re-option will apply only to regular promotions and not to time bound higher grade promotions, not even to option for pay revision.

By Order of the Governor,  
K. Jose Cyriac  
Principal Secretary (Finance)

To

XX XX XX  
The Secretary, Kerala State Electricity Board (with C.L)  
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## FIXATION OF PAY UNDER RULE 28A

### **Illustration 1**

Lower Scale of Pay	: Rs.6680-160-7480-170-7990-200-9590-240-10790
Basic pay with effect from 1-7-2005	: Rs.7990
Higher Scale of pay	: Rs.8390-200-9590-240-10790-280-11910-340-13270
Date of Promotion	:15-4-2006
Fixation of pay opted under Rule 28A:	Option(a)(Date of Promotion)
Pay fixed under Rule 28A in the Higher scale on the date of promotion(15-4-2006)	Rs.8390(Next higher stage in the higher scale after adding notional increment to the pay in the lower scale,ie. Rs.7990+200+200)
Date of Next Normal increment	: 1-4-2007 #
Pay as on 1-4-2007	: Rs.8590

### **Illustration 2**

Lower Scale of Pay	: Rs.6680-160-7480-170-7990-200-9590-240-10790
Basic pay with effect from 1-7-2005	: Rs.8190
Higher Scale of pay	: Rs.8390-200-9590-240-10790-280-11910-340-13270
Date of Promotion	: 15-4-2006
Fixation of pay opted under Rule 28A	: Option (b)
Date of Option	: 1-7--2006 (w.e.f.the date of accrual of increment in the lower scale)
Pay initially fixed in the Higher Scale on the date of promotion (15-4-2006)	: Rs.8390 (Next Higher stage in the higher scale without notional increment ie.Rs.8190+200).
Pay in the Lower Scale on 1-7-2006	: Rs.8390
Pay fixed in the Higher scale under Rule 28A on the date of option (1-7-2006)	: Rs.8790 (Next Higher stage in the higher scale after adding Notional increment to the pay of Rs.8390 in the lower scale i.e. Rs.8390+200+200)
Date of Next Normal Increment	: 1-7-2007 #
Pay as on 1-7-2007	: Rs..8990

### Illustration 3

Lower Scale of Pay : Rs.4510-120-4990-130-5510-140-5930-150-6680-160-7480

Basic pay with effect from 1-7-2005 : Rs.7480

Higher Scale of pay : Rs.4990-130-5510-140-5930-150-6680-160-7480-170-7990

Date of Promotion : 15-4-2006

Fixation of pay opted under Rule 28A: Option(a)

Date of Option : 15-4-2006(w.e.f. the date of promotion).

Pay fixed under Rule 28A in the Higher Scale : Rs.7650

Scale on the date of promotion(15-4-2006): (Next higher stage in the higher scale after adding notional increment of Rs.160 to the pay of Rs.7480 in the lower scale)

Date of Normal increment : 1-4-2007#

Pay as on 1-4-2007 : Rs.7820

### Illustration 4

Lower Scale of Pay : Rs.4510-120-4990-130-5510-140-5930-150-6680-160-7480

Basic pay with effect from 1-7-2005 : Rs.7480

Higher Scale of pay : Rs.4990-130-5510-140-5930-150-6680-160-7480-170-7990

Date of promotion : 15.4.2006

Fixation of pay opted under Rule 28A: Option (b)

Date of Option : 1-7--2006  
(w.e.f.the date of accrual of increment in the lower scale)

Pay initially fixed in the Higher scale on the date of promotion (15.04.2006) : Rs.7650  
(Next Higher stage in the higher scale without notional increment.)

Pay in the Lower Scale on 1-7-2006 : Rs.7480 plus Rs.160- Ist stagnation increment.

Pay fixed in the Higher scale under Rule 28A on the date of option (1-7.2006) : Rs.7820

(Next Higher stage in the higher scale after adding Notional increment to the pay in the lower scale i.e. Rs.7480+160+160=7800 which is not a stage in the Higher Scale. Hence pay fixed at the higher stage)

Date of Normal Increment : 1-7-2007#

Pay as on 1-7-2007 : Rs..7990

### Illustration 5

Lower Scale of Pay	:	Rs.6680-160-7480-170-7990-200-9590-240-10790
Basic pay with effect from 1-7-2005	:	Rs.7480
Promoted scale	:	Rs.8390-200-9590-240-10790-280-11910-340-13270
Date of Promotion	:	15-4-2006
Fixation of pay opted under Rule 28A	:	Option(b)
Date of Option	:	1.7.2006(w.e.f. the date of accrual of increment in the lower scale).
Pay initially fixed in the Higher Scale on the date of promotion(15-4-2006):	:	Rs. 8390 (Next higher stage in the higher scale without notional increment ie. Rs. 7480 +170, subject to the minimum of the higher scale.).
Pay in the lower scale on 1.7.2006	:	Rs. 7650
Pay fixed in the higher scale under the rule 28A on the date of option (1.7.2006)	:	Rs. 8390[Rs.7650+Rs.170+Rs.170=Rs.7990(next Stage in the higher scale after adding notional increment to the pay in the lower scale on the date of option.). Application of Rule 28A with reference to the pay in the lower scale does not make any change in the pay in the Higher scale.]
Date of Normal increment	:	1-4-2007(On completion of one year from the date initial fixation) #
Pay as on 1-4-2007	:	Rs.8590
FIXATION OF PAY UNDER RULE 37(a)		

### Illustration 1

Lower Scale of Pay	:	Rs.20700-500-23200-550-25400-600-26600
Basic pay with effect from 1-7-2005	:	Rs.23200
Higher Scale of pay	:	Rs.23200-550-25400-600-26600-650-31150
Date of Promotion	:	15-4-2006
Pay fixed under rule 37(a) in the higher Scale on the date of promotion	:	Rs.23750
Pay in the Higher scale on 1.7.2006	:	Rs.24300(Pay in the higher scale is stepped upto the next higher stage since the pay in the lower scale becomes equal to the pay in the higher scale on 1.7.2006)
Date of normal increment	:	1.7.2007#
Pay as on 1.7.2007	:	Rs. 24850/-

**Illustration 2**

Lower Scale of Pay	:	Rs.20700-500-23200-550-25400-600-26600
Basic pay with effect from 1-7-2005	:	Rs.21700
Higher Scale of pay	:	Rs.23200-550-25400-600-26600-650-31150
Date of Promotion	:	15-4-2006
Pay fixed under rule 37(a) in the Higher: Scale on the date of promotion	:	Rs. 23200
Pay in the lower scale on 1.7.2006	:	Rs.22200
Pay in the Higher scale on 1.7.2006	:	Rs. 23200 (since the pay in the lower scale is less than the pay in the higher scale, the pay in the higher scale remains without stepping up)
Date of increment in the higher scale	:	1.4.2007 #
Pay as on 1-4-2007	:	Rs.23750

**Illustration 3**

Lower Scale of Pay	:	Rs.25400-600-26600-650-33100
Basic pay with effect from 1-7-2005	:	Rs.33100
Higher Scale of pay	:	Rs.26600-650-33750
Date of Promotion	:	15-4-2006
Pay fixed under rule 37(a) in the Higher: scale on the date of promotion	:	Rs. 33750
Date of next Increment	:	Since the pay has reached the maximum of the scale, and stagnation increment is not admissible above Rs. 33100, no further increments in the scale of pay

**Illustration-4**

Lower Scale of Pay	:	25400-600-26600-650-33100 plus 600 special pay.
Basic pay with effect from 1-7-2005	:	Rs.27900 plus 600 special pay
Higher Scale of pay	:	Rs.26600-650-33750
Date of Promotion	:	15-4-2006
Pay fixed under rule 37(a) in the Higher: Scale on the date of promotion	:	Rs. 28550
Pay in the lower scale on 1.7.2006	:	Rs.28550 plus 600 special pay.
Pay in the Higher scale on 1.7.2006	:	Rs. 29200
Date of next increment.	:	1.7.2007#
Pay on 1-7-2007	:	Rs.29850

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# subject to Govt. Decision No.1& 2 below Rule 32, Part I, KSRs.

# GOVERNMENT OF KERALA

## Abstract

Pay Revision 2004 – Modification of Rule 28A & Rule 37 (a) of Part I, Kerala Service Rules –  
Erratum – Orders issued.

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FINANCE (PAY REVISION ANOMALY RECTIFICATION CELL)DEPARTMENT  
G.O.(P)No.406/07/(68)/Fin. Dated,Thiruvananthapuram,7<sup>th</sup> September, 2007

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Read:- G.O.(P)No.227/07/(54)/Fin. dated 31.5.2007.

## ORDER

Government are pleased to order that the expression “Rule 32” in the foot note “Subject to Government Decision No.1 & 2 below Rule 32, Part I KSRs.” appearing on page 6 of the G.O. read above shall be corrected and read as “Rule 31”.

By Order of the Governor,  
B.Sasidharan Pillai  
Additional Secretary (Finance)

To

xx xx xx  
The Secretary, Kerala State Electricity Board (with C.L)  
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