



GOVERNMENT OF KERALA

FINANCE(ARC) DEPARTMENT

CIRCULAR

No.35/2017/(54)/Fin

Dated :17/05/2017

Sub:- Pay Revision 2014 – Rectification of Junior Senior Anomaly –
Instructions -issued.

Ref: G.O(P) No.7/2016/Fin dated 20.01.2016

As per G.O. referred above, pay and allowances of State Government Employees and Teachers were revised w.e.f 01.7.2014 accepting the recommendations of the Tenth Pay Revision Commission wherein, in detour to convention, the facility for opting a beneficial date to switch over to revised pay has been withdrawn and have insisted that all employees should come over to the revised scale of pay w.e.f 01.07.2014 without prejudice to the date of normal increment. Consequent to the abrupt change in the existing practice, concomitant junior -senior- anomalies in pay have been reported and the following one needs urgent rectification.

2) The scale of pay of some category of posts has been upgraded by one level in the Pay Revision and thereby the difference between the minimum of the pre revised and the revised scales has doubled or even more. In such cases after revision, the revised basic pay of a senior who had earned increment(s) in the pre revised scale of pay, and a junior who didn't earn any increment before 01.07.2014 have happened to be fixed at the minimum of the revised scale of pay. When the junior gets next increment on any date

prior to 01.07.2015, there arises a situation of drawing higher pay by the Junior than his Senior and the anomaly will prevail permanently unless rectified. For example, in the case of Assistants, a Senior and a Junior drawing basic pay of Rs. 14260/- and Rs. 13900/- respectively in the scale of pay 13900-24040 w.e.f 01.07.2014 with increment dates on 01.06.2014 and 01.08.2014, their pay will be fixed at Rs. 27800/- on 01.07.2014 in the scale of pay of Rs. 27800-59400. Since the increment date of the Junior is on 01.08.2014, his pay will be raised to Rs.28500/- on 01.08.2014; but the Senior gets the same pay only on 01.06.2015. This will create a situation of the Junior drawing higher pay for ten months permanently. Even in cases where only normal revision is allowed, anomaly is created by the Junior's drawal of increment on a date earlier than the Senior. For example, if the date of increment of the Senior is May and that of the Junior is September, then the pay of the Junior will be increased by one increment during September 2014, but the Senior will have to wait for next increment till May 2015.

3) Government have examined the matter in detail and are pleased to instruct that the pay of such seniors will be stepped up to that of the Junior w.e.f the date on which the junior draws more pay subject to the satisfaction of following conditions:

- a) The Senior and the Junior employees should belong to the same Category.
- b) The Senior employee at the time of Pay Revision has been drawing equal or more pay than the Junior.
- c) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay and fixation rules.

d) The anomaly should not have arisen due to any advance increment granted to the Junior or due to increased service weightage gained by the Junior.

e) The anomaly should not have arisen due to enjoying LWA which does not count for increment.

4) The next increment shall be granted only on completion of one year of service required to earn an increment from the date of such step up. Arrears on account of this step up of pay will be admissible only w.e.f 01.04.2017.

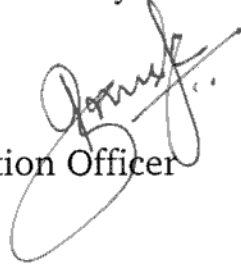
5) The Officers who are the beneficiaries of this order shall furnish the claim in writing for step up of pay to the appointing authorities concerned.

G.ASOK KUMAR
JOINT SECRETARY(FINANCE)

To

The Principal Accountant General(A&E/G&SSA)Kerala,
Thiruvananthapuram
The Accountant General(E&RSA)Kerala,Thiruvananthapuram
The Advocate General,Kerala,Thiruvananthapuram
All Secretaries, Special Secretaries,Additional Secretaries,
Joint Secretaries, Deputy Secretaries and
Under Secretaries to Government
All Heads of Departments and Offices
The Director of Treasuries
The Director of Public Relations
The Nodal Officer, WWW.finance.kerala.gov.in
The Web & New Media, Information and Public Relations Department
Stock file/Office copy (E.295396)

Forwarded By Order


Section Officer