



GOVERNMENT OF KERALA

Abstract

APPOINTMENT AND FIXATION OF PAY OF THE CONTRACT EMPLOYEES IN
GRANT-IN-AID INSTITUTIONS—GUIDELINES ISSUED.

FINANCE (RULES-A) DEPARTMENT

G.O. (P) No. 27/2016/Fin.

Dated, Thiruvananthapuram, 26th February 2016.

Read :—Circular No.48/2015/Fin. dated 13-5-2015.

ORDER

As per the circular referred to above, the following guidelines have been issued to regulate the appointment and pay fixation of employees on contract basis in Public Sector Undertakings/Autonomous Bodies:

1. All appointment shall be made only as per the requirements of the organisation by the appointing authority provided there exists sanctioned posts created with the approval of Government, irrespective of the mode of appointment.
2. A transparent recruitment procedure in compliance of the required formalities, including the reservation norms, shall be followed while making the appointments as above.

3. All regular appointments shall be made through Public Service Commission. The person appointed on contract basis have no claim whatsoever for regularisation under any circumstances a suitable clause shall invariably be included as a contractual term.
4. For contractual appointments, there shall be a contract between the employer and the employee clearly specifying the terms & conditions, period of appointments (which shall not be beyond a period of one year at a time), etc, However, the appointment will cease on joining duty of a regular or PSC hand.
5. The contractual amount (consolidated emolument) shall not exceed the sum of the minimum of basic pay of the post, DA admissible at the time of appointment and other admissible allowances attached at the post, if any.

It has come to the notice of Government that there exists no uniformity in the appointment and fixation of pay of the employees appointed on contract basis-in grand-in-aid institutions. Government have examined the matter in detail and pleased to order that the guidelines mentioned above will *mutatis mutandis* apply to all appointments made on contract basis in grand-in-aid institutions also.

By order of the Governor,

B. SRINIVAS,
Principal Secretary.

To

The Principal Accountant General (A & E), Kerala,
Thiruvananthapuram.

The Principal Accountant General (G & SSA), Kerala,
Thiruvananthapuram.

The Accountant General (E & RSA), Kerala, Thiruvananthapuram
All Heads of Departments and Offices.

All Departments and Sections of the Secretariat.

The Director of Treasuries, Thiruvananthapuram.

The Secretary, Kerala Public Service Commission,
Thiruvananthapuram. (with C.L.).

The General Manager, Kerala State Road Transport Corporation,
Thiruvananthapuram.

The Registrar, High Court of Kerala, Ernakulam (with C.L.).

The Registrar, University of Kerala / Cochin / Calicut/MG/Kannur/
(with C.L.).

The Registrar, Fisheries University (with C.L.).

The Registrar, Kerala Veterinary and Animal Science University
(with C.L.).

The Registrar, Kerala University of Health and Allied Sciences
(with C.L.).

The Registrar, National University of Advance Legal Studies
(with C.L.).

The Registrar, Central University of Kerala (with C.L.).

The Registrar, Thunchath Ezhuthachan Malayalam University
(with C.L.).

The Registrar, Kerala Lok Ayukta, Thiruvananthapuram.

The Registrar, Kerala Agricultural University, Mannuthi.

The Secretary, Ombudsman for Local Self Government,
Thiruvananthapuram.

The Advocate General, Kerala, Ernakulam (with C.L.).

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

All Principal Secretaries/Secretaries/Special Secretaries/Additional
Secretaries/Joint Secretaries/Deputy Secretaries/Under
Secretaries to Government.

The Secretary to Governor, Raj Bhavan.

The Private Secretary to Speaker/Deputy Speaker of the Legislative Assembly.

The Additional Secretary to the Chief Secretary.

The Secretary, Human Rights Commission, Thiruvananthapuram.

The Registrar, Sree Sankara Sanskrit University, Kalady (with C.L.).

The Private Secretaries to the Chief Minister and other Ministers.

The Private Secretary to the Leader of Opposition.

The State Election Commissioner, Kerala, Thiruvananthapuram.

The State Chief Information Commissioner, (with C.L.).

The Nodal Officer, www.finance.kerala.gov.in

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