



**GOVERNMENT OF KERALA**

Revision of pay scales of employees of Kerala Water Authority- Modification-Orders issued

**FINANCE (PRC-C) DEPARTMENT**

**G.O.(MS) No.569/2013/Fin**

**Dated, Thiruvananthapuram 19<sup>th</sup> November 2013**

- Read: 1. G.O.(P) No.58/2012/Fin dated 19-01-2012  
2. G.O.(P) No. 72/2012/Fin dated 25-01-2012  
3. G.O.(MS) No.707/2012/Fin dated 27-12-2012  
4. G.O.(MS) No.04/2013/Fin dated 02-01-2013  
5. G.O.(MS) No.200/2013/Fin dated 02-05-2013  
6.G.O.(MS) No.321/2013/Fin dated 06-07-2013  
7.G.O.(MS) No.361/2013/Fin dated 24-07-2013

ORDER

Government have revised the pay and allowances of the employees Kerala Water Authority as per G.O read as first above. The Managing Director, and service organizations, Kerala Water Authority, have requested to rectify certain anomalies in the pay revision.

2) Government have examined the matter in detail and are pleased to order the following.

I. The employees shall be allowed to exercise option subject to the following conditions.

- i) All appointments and promotions made on or after 01-07-2009 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.
- ii) However, if an employee wishes to opt the revised scale of pay of his promoted post ie. the next immediate promotion post assumed on or after 01.07.2009, he will be permitted to opt the revised scale of the promotion post with effect from the date of promotion and his pay in the revised scale will be fixed on the basis of the pay he drew in the pre - revised scale of the promoted post on that date. This benefit will be restricted to the employees who were promoted in between 1.7.2009 and the date of issue of Pay Revision Order.
- iii) Employees who were promoted on or after 1.7.2009 cannot be allowed to exercise option of the feeder post beyond the date of such promotion.
- iv) The option in writing is to be exercised within a period of three months from the date of issuance of this order.
- v) The option is to be filed with the officer competent to fix his/her pay in the form appended.
- vi) The option once exercised shall be final. In the case of subsequent reversion (after the exercise of option as per these rules), the employee will be allowed to exercise option in respect of the lower post also, provided such option is exercised within a period of three months from the date of orders of reversion.
- vii) Re option will not be allowed except in cases involving retrospective revision or change in scale of pay that takes effect on a date prior to the date of option exercised by the employee. In such cases arrears of salary/pension will be payable only with effect from

the date of filing of the option such re-option has to be exercised within 3 months of the date of issue of the order revising/changing the scale of pay retrospectively.

- viii) An employee is allowed to exercise option only in respect of existing scale. If no option is exercised within the said period of three months of the date of issuance of this order, the date of effect of pay revision order shall be treated as the date of option and the Officer competent to fix his/her pay is to proceed accordingly. No subsequent option shall be entertained.
- ix) In the case of an employee who died on or after the date of coming into effect of the pay revision, but before exercising option, the officer competent to fix his/her pay in the revised scale of pay shall fix his/her pay with effect from the date which is more advantageous to the survivors of the deceased.
- x) An employee on leave or on deputation or under suspension will be allowed to exercise option within a period of six months from the date of return to duty.
- xi) Persons whose service were terminated on or after 01.07.2009 and who could not exercise the option within the prescribed time limit on account of death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary ground are entitled to the benefits of the aforesaid rules.
- xii) In the case of employees whose increment in the pre-revised scale is barred as punishment without cumulative effect, their pay on the date of option (if it is w.e.f. a date on which the increment bar is in force) in the revised scale will be fixed on the basis of the pay notionally arrived at by counting increment each, in the pre-revised scale, for every completed year of service which would have been counted for normal increment, but for the punishment. The next increment in the revised scale will be sanctioned only after expiry of the remaining period of increment bar as on the date of fixation of pay in the revised scale, subject to the condition that the next increment of the employee whose pay has been fixed in the revised scale of pay shall accrue on completion of one year from the date of option.
- xiii) In the case of employees whose increment in the pre-revised scale is barred as punishment with cumulative effect, their pay on the date of option (if it is w.e.f. a date on which the increment bar is in force) will be fixed on the basis of the pay they were drawing immediately before increment bar. They will be entitled to the pay at the same rate till the expiry of the period of increment bar. The next increment in the revised scale will be sanctioned only after expiry of the period of increment bar subject to the condition that the next increment of the employee whose pay has been fixed in the revised scale of pay shall accrue on completion of one year from the date of option.
- xiv) In the case of employees whose pay in the pre-revised scale is reduced to lower stage as penalty temporarily, their pay in the revised scale will be fixed on the date of option (if it is w.e.f. a date on which the reduction in pay is in force) on the basis of the pay after reduction in the pre-revised scale. The next increment that will accrue in the revised scale in terms of completion of one year from the date of option will be sanctioned only after the expiry of the remaining period of penalty.
- xv) In the case of employees whose pay in the pre-revised scale is reduced permanently to lower stage as penalty with the effect of postponing future increments, his pay in the revised scale will be fixed on the date of option on the basis of the reduced pay in the pre-revised scale. They will have to remain in that pay till expiry of the period of reduction. The next increment that will accrue in the revised scale will be sanctioned only after expiry of the remaining period of penalty.
- xvi) The employees who continue on Leave without Allowance (LWA) on or after 01.07.2009 will be allowed to exercise option within 6 (six) months of return to duty or three months from the date of issuance of this order, whichever is later.

- xvii) A Government servant who is out of India on leave or deputation or Foreign Service, on the date of pay revision order shall exercise option in writing within three months from the date of his taking charge of the old post.
- II. Employees who exercised option, vide order read 6<sup>th</sup> paper above, will be allowed to exercise revised option within three months from the date of issuance of this order.
- III. The provisional service in Kerala Water Authority reckoned for increment in Kerala Water Authority shall be reckoned as qualifying service for calculating service weightage.

(By order of the Governor)

**RAJESH KUMAR SINHA**  
Secretary Finance (Expenditure)

To

- The Principal Accountant General (A&E), Kerala, Thiruvananthapuram.  
The Principal Accountant General (General and Social Sector Audit), Kerala,  
Thiruvananthapuram.  
The Accountant General (Economic & Revenue Sector Audit), Kerala,  
Thiruvananthapuram.  
The Managing Director, Kerala Water Authority, Thiruvananthapuram.  
Water Resources (WSC) Department.  
The Finance (PU-C) Department.  
✓ The Nodal Officer, [www.finance.kerala.gov.in](http://www.finance.kerala.gov.in)  
Stock File/Office copy.

Forwarded/By Order



Section Officer

**FORM OF OPTION**

I,.....  
hereby elect to the revised scale of Rs..... with effect from  
..... and agree to refund excess pay and allowances, if any, drawn by  
me, in case it is found later that I have been paid such excess (even if it is due to erroneous  
fixation).

Signature

Name

Designation

Station:

Date: