

PROCEEDINGS OF THE MANAGING DIRECTOR

Subj: KWA - Estt - De merger of Selection Grade Typists and Senior Grade Typist - Fixation of pay - Orders issued.

KERALA WATER AUTHORITY

No.KWA/JB/E.1/12227/2017.Dated, Thiruvananthapuram, 26.08.2019

- Read:-
1. Government Order G.O.(MS)No.81/2017(43)/Fin dated, 15.02.2017
 2. Government Order G.O.(P)No.46/2007/WRD dated, 0.07.2007.
 3. Government Order G.O.(P)No.52/2012/Fin dated, 19.01.2012
 4. Government Order G.O.(P)No.26/16/WRD dated, 27.09.2016.
 5. Government Order G.O.(MS)No.263/2017(55)Fin dated, 17.05.2017.
 6. Resolution No.10817 on the 408th meeting held on 12.02.2019.
 7. Government Circular no. 32/2012/(87)/Fin dated, 04.06.2012

ORDER

As per the Government Order read 3rd above, orders were issued revising pay and allowances of State Government Employees and Teachers with effect from 01.07.2009 wherein the previous ratio 2:2:1:1 among Lower Division Typist, Upper Division Typist, Senior Grade Typist and Selection Grade Typist under common category was revised to 1:1:1 consequent to the merger of the posts of Senior and Selection Grades into Selection Grade (Rs.15040-31210). As per Government Order read as 4th above, orders have been issued revising pay and allowances of State Government employees and Teachers with effect from 01.07.2014 accepting the recommendations of 10th Pay Revision Commission wherein the posts of Typist Senior Grade has been re-introduced by revising the existing ratio 1:1:1 among Lower Division Typist, Upper Division Typist and Selection Grade Typist as 1:1:1:1 among Lower Division Typist, Upper Division Typist, Senior Grade Typist and Selection Grade Typist. Accordingly, there arose a situation of having two sets of Selection Grade Typists in service, i.e., one set promoted directly from U.D.Typist and the other set promoted from the posts of Senior Grade Typist. It created an anomalous situation of juniors enjoying higher pay

with fixation of pay compared to

In order to get rid of the junior senior anomaly pointed out above, Government have issued orders sanctioning the benefit of two additional increments to Typists promoted directly from U.D. Typist to Selection Grade Typist vide Government Order read as 1st above. But it is further noticed that there were some senior employees who were in the post of Senior Grade Typist prior to their date of option to the 2009 Pay Revision and were placed in the revised scale of pay of Selection Grade Typist following merger of Senior Grade into Selection Grade. In this process they were denied the benefit of fixation of pay on promotion to Selection Grade. Hence, these employees had requested for the benefit of increment sanctioned by the Government Order read as 1st paper above.

Government had examined the matter in detail and were pleased to order the following as per the Government Order cited 5th. The employees who were in the post of Senior Grade Typist in the scale of pay of Rs.7990-12930 prior to 2009 Pay Revision and placed in the scale of pay of Rs.14620-25280 attached to the post of Selection Grade Typist in 2009 Pay Revision will be granted the benefit of two additional increments sanctioned by the Government Order read as 1st paper above subject to the condition that in the case of employees who were granted one advance increment vide Circular read as 7th, will be granted only one increment under these orders. All other terms and conditions except that under para (2)(1) in the Government Order read as 1st paper above will apply to the grant of additional increments under these orders.

As per Resolution No.10682 dated, 10.05.2018 Authority resolved to adopt the G.O.(MS)No.81/2017/43/Fin dated, 15.02.2017 issued by the Finance (Anomaly Rectification Cell) Department for fixation of pay due to De merger of Selection Grade Typist in Kerala Water Authority with the same terms and conditions. As the G.O.(MS)No.81/2017/43/Fin dated, 15.02.2017 was modified by the Government as per G.O.(MS)No.263/2017/(55)/Fin dated, 17.05.2017, the matter was placed before the Authority in order to make it applicable to the typists of Kerala Water Authority also.

Authority in its 408th meeting held on 12.02.2019 resolved to extend the benefit of G.O.(MS) No.263/2017/(55)/Fin dated, 17.05.2017 to the Typists of Kerala Water Authority with the same terms and conditions and, the Authority further resolved to authorize the Managing Director to conduct a performance evaluation of the Typists in Kerala Water Authority, before granting benefits based on the above resolution.

In the above circumstances, it is ordered that the benefit of the G.O.(MS) No.263/2017/(55)/Fin dated, 17.05.2017 is extended to the Typists of Kerala Water Authority with the same terms and conditions. But before granting this benefit the Controlling Officers should conduct a performance evaluation of the Typists under their control and the concerned Chief Engineer should submit the consolidated evaluation report to Head Office, Thiruvananthapuram.

Based on the above consolidated evaluation performance report received from regional Chief Engineers, this benefits shall be granted to the eligible candidates of Kerala Water Authority.

The officer granting the above benefits to those eligible shall certify that the performance evaluation has been conducted as directed by the Board and that the incumbents proforma for the sake of uniformity and objectivity, the method of performance evaluation, shall be standardized and communicated by the Senior Administrative Officer of Head Office in due course.

Acc:- Copy of G.O Dated, 17.05.2017.

Sd/-

MANAGING DIRECTOR

To

All Chief Engineer's/Superintending Engineer's/
Executive Engineer's

Copy to PA to MD/PA to TM/CA to CE(HRD & GL)/ FM & CAO/
DCE(GL)/Secretary/Sr.AO/ AO(Estt)/ AO(Admn.)/ SS(Estt)/
E10/E.16/E.15/File

Forwarded/By Order



KERALA WATER AUTHORITY

No. KWA/JB/E1/12227/2017
From

Jala Bhavan
Thiruvananthapuram - 695 033
Kerala, India
Dated, 30.11.2019

To
The Managing Director

All Chief Engineers
All Superintending Engineers
All Executive Engineers

Sir,

Sub :- KWA-Estt.-De-merger of Selection Grade Typists and Senior Grade
Typist - Fixation of Pay - Performance Evaluation- Reg.
Ref :- Proceedings No.KWA/JB/E1/12227/2017 dated, 26.08.2019.

As per reference cited, it is ordered that the benefits of the GO(MS) No.263/(55) /Fin dated, 17.05.2017 De-merger of Selection Grade Typist and Senior Grade Typist Fixation of Pay is extended to the typists of Kerala Water Authority with the same terms and conditions. But before granting this benefit the Controlling Officers should conduct a Performance Evaluation of the typists under their control with uniformity and objectivity. Performance Evaluation is defined as a formal and productive procedure to measure an employees work and results based on their job responsibilities. A Performance Evaluation Proforma is being sent herewith. The Concerned Chief Engineer should submit the consolidated evaluation report based on general grading to the Head Office within two weeks positively. The Officer recommending the above benefit to those eligible shall certify that the performance evaluation has been conducted as directed by the Board and that incumbents performance is satisfactory, if so.

Yours faithfully,

M. S. M.