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KERALA WATER AUTHORITY

Jala Bhava
Thiruvananthapuram - 695 03:
Kerala, India.

No.KWA/JB/E1-4505/01/Vol-II

Dated, 21.01.2009

CIRCULAR

- Sub: KWA - Estt. - Regularisation of Provisional hands with effect from 29.03.2001-
Extension of Service Benefits with effect from 19.09.1991 - guidelines for fixation - 23.
- Ref: 1. GO (Rt) No.393/01/Ld dated, 29.03.2001.
2. Order No.KWA/JB/E1-4505/2001 dated, 26.09.2001 of Managing Director,
Kerala Water Authority.
3. GO (Rt) 1205/08/WRD dated, 22.11.2008.
4. GO (P) No.540/94/Fin. dated, 30.09.1994.
5. Judgment of Hon'ble High Court in WA 2674/05 dated, 10.02.2006.
6. GO (P) No.515/2007/Fin. dated, 19.10.2007.
7. Govt. Circular No.46/08/fin. dated, 08.08.2008.

Government was pleased to extend service benefits from 19.09.1991 to the provision hands of Kerala Water Authority regularised with effect from 29.03.2001 vide Government Order 1st and order 2nd cited respectively. The Government Order made very clear that benefit is subject to the condition that the period of provisional service up to 29.03.2001 will count for declaration of probation, leave and seniority. Accordingly, following guidelines issued for regularizing their pay and extending the other benefits.

1. By extending service benefits for the provisional service from 19.09.1991 to 29.03.2001 all the provisional hands regularised vide Government Order 1st cited with effect from 29.03.2001 are eligible for Time Bound Higher Grade promotion reckoning the provisional service from 19.09.1991. Eligible Time Bound Higher Grade shall sanctioned as per the existing rules and provisions of sanctioning Time Bound Higher Grade promotions.
2. In the light of Government Order the period from 19.09.1991 to 29.03.2001 shall also reckoned as qualifying service for pension, however the incumbents are not eligible annual increment during the period.
3. While assigning Higher Grades only qualified hands, i.e, those possessing qualification prescribed for the promotion post will get the scale of pay of regular promotion post. Unqualified hands will be allowed the next higher scale of pay of post held at that time in the standard scale of pay. On acquiring test qualification, or becoming eligible for permanent exemption from acquiring test qualification accordance with Rule 13B of the General Rules of KS&SSR 1958, on attaining 50 years of age they will be granted the scale of pay of the promotion post with fixation benefit per Rules 30 Part I KSR. Persons who are not eligible for permanent exemption

application of Rule 13B of KS&SSR even on attaining 50 years of age shall be eligible for the scale of pay of promotion posts.

4. The competent Authority sanctioning Time Bound Higher Grade promotion should indicate in the order whether the incumbent possess the qualification for promotion and also specify the scale of pay admissible to Time Bound Higher Grade promotion.
5. Declaration of probation is not necessary for sanctioning Time Bound Higher Grade promotion. Acquisition of test qualification is also not essential for granting Time Bound Higher Grade. Manual of Officer Procedure is a test qualification prescribed for declaration of probation. A Lower Division Clerk who has not passed MOP test will also be eligible for higher Grade promotion in the next higher scale in the standard scale of pay, on completion of prescribed period of service.
6. The first annual increment shall be sanctioned only after completion of one year regularised service and second on declaration of satisfactory completion of probation. In the case of last grade servants first increment shall be sanctioned only after the declaration of probation.
7. Leave account of the incumbents need not be re-opened.
8. Provisional service prior to 29.03.2001 though reckonable for extending service benefits, but will not count for seniority or promotion.
9. Period of provisional service from 19.09.1991 to 29.03.2001 shall be reckoned for service wightage (pay Revision order -2007). Period on Loss of pay shall not be reckoned in Time Bound Higher Grade or for service wightage.
10. Arrears of pay and allowances shall be claimed and disbursed as per the provisions of Government Order cited sixth.
11. The service benefit extended vide Government Order dated, 22.11.2008 is applicable to all the employees regularised with effect from 29.03.2001 vide Government Order 1st cited, and retired on superannuation prior to the date of this Circular. All Pension Sanctioning Authorities are directed to sanction revised pension to the eligible hands and to submit the same to Finance Manager & Chief Accounts Officer for necessary authorisation at the earliest.

Sd/-

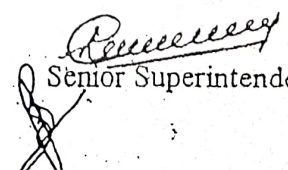
Managing Director

To

All Chief Engineers/Superintending Engineers/Executive Engineers.

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Forwarded/By Order


Senior Superintendent