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GOVERNMENT OF KERALA

Abstract

Co-operation Department –Kerala State Rubber Co-operative Limited (RUBCO)-
Revision of Pay and Allowances of regular employees of RUBCO-Sanctioned-
Orders issued



CO-OPERATION (A) DEPARTMENT

G.O (MS) No.08/2018/Co-op. Dated, Thiruvananthapuram, 26/02/2018

Read: 1) G.O (MS)No.233/2007/Co-op dated 01/12/2007
2) Letter No.E.M(4)30546/15 dated 25/10/17 of Registrar of Co-operative
Societies, Thiruvananthapuram

ORDER

The pay revision sanctioned to RUBCO as per Govt. Order read 1st paper above had expired on 31/12/2010. A committee consisting of the below mentioned members was formed to make recommendations to revise the pay and allowances of employees of Kerala State Rubber Co-operative Limited (RUBCO).

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|---|-----------|
| 1. Registrar of Co-operative Societies | -Chairman |
| 2. Joint Registrar (SC/ST) | -Convenor |
| 3. Chairman, RUBCO | -Member |
| 4. Managing Director, RUBCO | -Member |
| 5. President/General Secretary
RUBCO Employees Union | -Member |

2)The Committee finally met on 15/06/2017 under the Chairmanship of Registrar of Co-operative Societies had recommended to submit the proposal of pay revision to Registrar of Co-operative Societies.

3) Accordingly the Registrar of Co-operative Societies submitted the proposal containing the recommendations to revise the pay and allowances of Kerala State Rubber Co-operative Limited (RUBCO) as per the paper read as 2nd above.

4) Government after examining the recommendations of Registrar of Co-operative Societies are pleased to issue orders as contained in the subsequent paragraphs.

1. The existing scale of pay will be revised as shown in the **Annexure I** to this Govt. Order. The revised scale will come into force from 01/04/2016.

2. Time Bound Higher Grade (TBHG)

(i) Those on the entry cadre on the scale of pay from 14200-29700 to 17900-36620 is eligible for TBHG in the following manner:

Years	No. of TBHG
10	1
18	2
25	3
32	4

Sl. No	Revised scale of pay in the entry post	First TBHG in the entry post	Second TBHG	Third TBHG	Fourth TBHG
1	14200-29700	15950 - 33360	16340-34140	17900- 36620	20050- 40300
2	15950 - 33360	16340 - 34140	17900-36620	20050- 40300	20540- 41370
3	16340 - 34140	17900 - 36620	20050-40300	20540- 41370	22500- 45650
4	17900 - 36620	20050 - 40300	20540-41370	22500- 45650	25200- 51800

(ii) Those on the entry cadre on the scale of pay from 20050-40300 to 25200-51800 is eligible for TBHG in the following manner:

Years	No. of TBHG
10	1
18	2

Sl. No	Revised scale of pay in the entry post	First TBHG in the entry post	Second TBHG
1	20050 - 40300	20540 - 41370	22500 - 45650
2	20540 - 41370	22500 - 45650	25200 - 51800
3	22500 - 45650	25200 - 51800	27680 - 57400
4	25200 - 51800	27680 - 57400	31800 - 65040

(iii) Those on the entry cadre on the scale of pay from 27680-57400 to 35700-68480 is eligible for TBHG in the following manner:

Years	No. of TBHG
10	1
18	2

Sl. No.	Revised scale of pay in the entry post	First TBHG in the entry post	Second TBHG
1	27680 - 57400	31800 - 65040	35700 - 68480
2	31800 - 65040	35700 - 68480	44580 - 74120
3	35700 - 68480	44580 - 74120	53200 - 82600

(iv) Those on the entry cadre on the scale of pay from 44580-74120 to 53200-82600 is eligible for TBHG in the following manner:

Years	No. of TBHG
10	1

Sl. No.	Revised scale of pay in the entry post	First TBHG in the entry post
1	44580 - 74120	53200 - 82600
2	53200 - 82600	68480 - 96400

(v) Those on and above the scale of pay of Rs. 68480-96400 is not eligible for TBHG.

3. Rules for fixing the pay in the revised scale as on 01/04/2016:

- i. All the regular employees who were in RUBCO as on 01.04.2016 shall come over to the revised scale of pay with effect from 01.04.2016.
- ii. All appointments and promotions made on or after 01.04.2016 shall be deemed to have been made in the revised scale of pay and pay will be regulated accordingly.
- iii. Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01.04.2016.
- iv. D.A @ 225% will be merged with the basic pay in the existing scale of pay as on 01/04/2016 or on the date of option.
- v. To the existing emoluments computed above, shall be added an amount equal to 6% of basic pay towards fitment benefit and an amount equivalent to 0.5% of basic pay for each completed year of service towards service weightage. The period eligible for increment and higher grade will only be considered for service weightage.
- vi. If the amount so arrived is equal to the stage as per the revised scale, the pay will be fixed on that stage.

AND

If not, the pay will be stepped up to the next stage in the revised scale of pay.

- vii. If the amount arrived is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum of the scale of pay and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will be counted for all purposes, viz fixation of pay, calculation of leave salary, drawal of allowances including dearness allowance and pension.

Note:-Service for the purpose of this rule means full time regular service including broken periods of service qualifying for normal increments in the scales of pay. Time spent on leave not counting for normal increment shall not be reckoned. Service during the period of bar on increment, without cumulative effect will be reckoned.

- viii. The arrear amount for the first six months who are eligible for an increase in pay from Rs.1500/- to Rs.3000/- will be disbursed in equal instalments of 24 months from the date of the order. The remaining amount will be disbursed at the time of retirement.
- ix. The management of RUBCO shall fix the pay and verification should be done by Concurrent Auditor before sanctioning the pay fixation. Clarification on pay revision, if any, should be sought by the management from the Registrar of Co-operative Societies who will then seek Government sanction, if found necessary. The Registrar of Co-operative Societies will take action to verify the number of posts sanctioned in each Cadre.

4. Increment:

The date of increments of the employees shall not undergo any change consequent on switch over to the revised scale of pay, that is, increments will be granted on due dates as if one had continued in the pre-revised scale without waiting for one year from the date of Pay Revision.

- 4.1 In the case of employees whose increment falls on 01.04.2016, next increment will due on completion of one year.

- 4.2 An employee whose increment is withheld for want of declaration of probation on 01.04.2016 will be allowed the benefit of fixation of pay on the basis of the pay actually drawn as on 01.04.2016 and he will continue on that pay till the date of effect of declaration of probation. However, the period during which increment is withheld will not be reckoned for computation of service weightage. The pay so fixed will be revised on declaration of probation, notionally counting the increment accrued but withheld. The period during which increment was withheld will also be counted for service weightage now. Monetary benefit of revised fixation will be admissible only from the effective date of declaration of probation. He will draw his next increment on the normal date.

4.3 In the case of employees who are on leave, or on deputation or under suspension on 01.04.2016, pay will be fixed as on the date of re-joining on duty on the basis of pay last drawn prior to 01.04.2016.

4.4 In the case of employees who are continuing on LWA on 01.04.2016, their pay will be fixed in the revised scale as on the date of return from leave on the basis of pay last drawn before entering on leave.

5. **Dearness Allowance:**

Dearness allowance is admissible at the rate enjoyed by Government servants from time to time with approval of Managing committee.

6. **Part-Time Contingent Sweepers.**

Method of Fixation of Pay for Part-Time Contingent Sweepers.

6.1 All the existing Part-Time Contingent Sweepers will come over to the revised scales of pay on 01.04.2016

6.2 The Part-Time Contingent Sweepers will be shifted from Category III to Category II in the new scale of pay of 2300-50/2-2400-70/2-2540-100/5-3040(9) on the basis of sweeping area covered and their pay will be fixed as per the scale of pay given in Annexure II. They are eligible for D.A as applicable to other employees in RUBCO. The revised HRA of Part Time Sweeper is given in Annexure III.

7. **Medical Allowance:** Medical allowance is admissible @ Rs.1850 p.a

8. **Spectacle Allowance:** The cost incurred towards the purchase of spectacles will be reimbursed subject to a maximum of Rs.1200/-. Reimbursement will be allowed only once in service. Those who have already availed the spectacle allowance will not be eligible for revised spectacle allowance.

9. **Special Allowance:** Special allowance @ Rs.250 per month is admissible to drivers of Managing Director and Chairman.

10. **Uniform Allowance:** Uniform allowance is admissible to those eligible employees at the rate enjoyed by State Government Servants.

11. **Stagnation Increment:** A maximum of 3 (three) stagnation increments are admissible as enjoyed by State Government Servants.

12. **Travelling Allowance:** Travelling allowance is admissible at the rate enjoyed by State Government Servants. Since Government rest houses are not available for employees of RUBCO at Government approved rates, lodging charges will be allowed based on the approval of Administrative Committee

13. House Rent Allowance: The revised rates of House Rent Allowance and CCA payable under different pay ranges and classification of cities/ places are shown in the table below:

Sl. No	Pay range	*B 2 city	**other cities and towns	*** Other places	# CCA
1	14200-27060	1000	850	750	300
2	27680-51800	1250	1000	850	350
3	53200 & above	1500	1250	900	400

* Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode & Kannur Municipal Corporations.

** All the Municipalities except the Municipal Corporations, District & Taluk headquarters

*** Areas not covered as both above.

Applicable for B2 cities.

14. Date of effect of revised scale:

The date of effect of the revised scales of pay will be 01.04.2016. The pay revision order will be valid for a period of 5 years from 01/04/2016. No option will be allowed.

- 14.1** Employees are entitled for revised rates of allowance other than Pay, DA, HRA, CCA with effect from the date of order only. Modified ratio/percentage based higher grade promotions, other periodical allowances will have effect from 01.04.2016.

By Order of the Governor,
P.S.RAJESH,
ADDITIONAL SECRETARY TO GOVT.

To

The Managing Director, RUBCO, Kannur
The Registrar of Co-operative Societies, Thiruvananthapuram.
The Principal Accountant General (A&E/Audit) Kerala,
Thiruvananthapuram.
The Information Officer, Web and New Media, Thiruvananthapuram.
Stock File/ Office Copy

Forwarded/By Order



Section Officer

ANNEXURE-I

1. Master Scale:

The existing master scale implemented vide G.O(MS)No.233/2007/Co-op dated 01/12/2007 is revised as detailed below:

Existing master scale	Revised master scale
4250-100/5-4750-115/5-5325-130/5-5975-145/5-6700-160/5-7500-185/5-8425-210/5-9475-235/5-10650-280/5-12050-325/5-13675-375/5-15550-425/5-17675-475/5-20050-575/5-22925-675/5-26300-775/4-29400-900/3-32100	14200-350/5-15950-390/5-17900-430/5-20050-490/5-22500-540/5-25200-620/5-28300-700/5-31800-780/5-35700-920/5-40300-1070/5-45650-1230/5-51800-1400/5-58800-1560/5-66600-1880/5-76000-2200/5-87000-2350/4-96400-2450/1-98850

2. Revised Scales of pay:

The existing scales of pay is revised with effect from 01/04/2016 as shown below:

No	Name of post	No.of sanctioned post	Existing scale of pay	Revised scale of pay
1	Managing Director	1	22925-675/5-26300-775/4-29400-900/3-32100 (12)	72240-1880/2-76000-2200/5-87000-2350/4-96400-2450/1-98850 (12)
2	General Manager (Finance), General Manager (Project), General Manager (HR), General Manager (RCM)	4	18625-475/3-20050-575/5-22925-675/5-26300-775/4-27850 (15)	60360-1560/4-66600-1850/5-76000-2200/5-87000-2350/3-94050 (17)
3	Factory Manager, Commercial Manager	4	16825-425/2-17675-475/5-20050-575/5-22925-675/3-24950 (15)	53200-1400/4-58800-1560/5-66600-1880/5-76000-2200/3-82600 (17)
4	Dy.Manager (EDP), Administrative- cum - Personnel Officer, Accounts Officer, Technologist, Production Manager	5	14050-375/4-15550-425/5-17675-475/5-20050-575/1-20625 (15)	44580-1070/1-45650-1230/5-51800-1400/5-58800-1560/5-66600-1880/4-74120 (20)
5	Dy. Comm. Manager,	13	10930-280/4-	35700-920/5-40300-



	Mechanical Maintenance Engineer (BE/B.Tech), Electrical Maintenance Engineer (BE/B.Tech), Shift in charge- (production), Shift in charge(Lab) (BE/B.Tech), Public Information Officer		12050-325/5-13675-375/5-15550-425/1-15975 (15)	1070/5-45650-1230/5-51800-1400/5-58800-1560/5-66600-1880/1-68480 (26)
6	Internal Auditor, Assistant Comm. Manager, Sales & Shipping Officer, Purchase Officer, Computer Programmer, Mechanical Maintenance Engineer (Diploma), Electrical Maintenance Engineer (Diploma), Shift in charge-Production, Shift in charge-Lab (Dip)	9	9710-235/4-10650- 280/5-12050-325/5-13675-375/1-14050 (15)	31800-780/5-35700-920/5-40300-1070/5-45650-1230/5-51800-1400/5-58800-1560/4-65040 (29)
7	Senior Accountant	1	8240-185/1-8425-210/5-9475-235/5-10650-280/4-11770 (15)	27680-620/1-28300-700/5-31800-780/5-35700-920/5-40300-1070/5-45650-1230/5-51800 -1400/4-57400 (30)
8	Accountant, PA to Chairman, PS to Managing Director, Quality Supervisor, Production Supervisor, Chemist, Mechanical Supervisor	35	7340-160/1-7500-185/5-8425-210/5-9475-235/4-10415 (15)	25200-620/5-28300-700/5-31800-780/5-35700-920/5-40300-1070/5-45650-1230/5-51800 (30)
9	Commercial Officer, Time Officer, Stenographer	11	6555-145/1-6700-160/5-7500-185/5-8425-210/4-9265 (15)	22500-540/5-25200-620/5-28300-700/5-31800-780/5-35700-920/5-40300-1070/5-45650 (30)
10	Junior Clerks/Audit Assistant, Junior clerk, Receptionist-cum-Telephone Operator, EDP Assistant, English cum-Malayalam Typist, Lab Assistant, Clerk- cum-Typist	29	5975-145/5-6700-160/5-7500-185/5-8425 (15)	20540-490/4-22500-540/5-25200-620/5-28300-700/5-31800-780/5-35700-920/5-40300-1070/1-41370 (30)

11	Senior Grader, Store Keeper, Skilled Operator, Boiler Operator	15	5845-130/1-5975-145/5-6700-160/5-7500-185/4-8240 (15)	20050-490/5-22500-540/5-25200-620/5-28300-700/5-31800-780/5-35700-920/5-40300 (30)
12	Commercial Assistant/ Godown Keeper	28	5210-115/1-5325-130/5-5975-145/5-6700-160/4-7340 (15)	17900-430/5-20050-490/5-22500-540/5-25200-620/5-28300-700/5-31800-780/5-35700-920/1-36620 (31)
13	Electrician, Machinist/ Technician	5	4750-115/5-5325-130/5-5975-145/5-6700 (15)	16340-390/4-17900-430/5-20050-490/5-22500-540/5-25200-620/5-28300-700/5-31800-780/3-34140 (32)
14	Boiler, Fireman, Driver, Graders	11	4650-100/1-4750-115/5-5325-130/5-5975-145/4-6555 (15)	15950-390/5-17900-430/5-20050-490/5-22500-540/5-25200-620/5-28300-700/5-31800-780/2-33360 (32)
15	Assistant Grader, Attender	31	4250-100/5-4750-115/5-5325-130/5-5975 (15)	14200-350/5-15950-390/5-17900-430/5-20050-490/5-22500-540/5-25200-620/5-28300-700/2-29700 (32)
	Total	202		

ANNEXURE-II

Existing Scale of pay	Revised scale of pay
2000-40/2-2080-55/2-2190-75/5-2565(9)	7650-170/4-8330-240/5-9530-340/5-11230-450/2-12130 (16)

ANNEXURE-III

	<u>HRA</u>	<u>CCA</u>
B2	400	50
Cities	300	--
Others	200	--

Ken