

CHAPTER XII

Establishment

80.Officers, etc., of co-operative societies.-(1) The Government shall classify the societies in the State according to their type and financial position.

(2) The Government shall, in consultation with ⁷⁵[the Registrar], fix or alter the number and designation of the officers and servants of the different classes of societies specified in sub-section (1).

(3)The Government shall, ^{75a}[XXX] make rules, ⁷⁵ⁱ[either prospectively or retrospectively], regulating the qualification, remuneration, allowances and other conditions of service of the officers and servants of the different classes of societies specified in sub-section (1).

^{75h}[(3A) Notwithstanding anything contained in this Act or the rules made or orders issued there under or in the bye-laws of any society relating to the recruitment and conditions of service of officers and servants of societies, all appointments of officers and servants of the societies mentioned in the ^{75b}[Schedule I] for which direct recruitment is resorted to shall be made from a select list of candidates furnished by the Kerala Public Service Commission ^{75e}[and in making such recruitment the reservation principles under Rule 14 to 17 of the Kerala State and Subordinate Service Rules, 1958 shall be followed.]]

^{75f}[(3AA)Notwithstanding anything contained in this Act or any other law, or judgment or order of any court, all appointments already made on the advice by the Kerala Public Service Commission following the reservation principles under Rule 14 to 17 of the Kerala State and Subordinate Service Rules, 1958 to the societies mentioned in the schedule for which direct

recruitment shall be resorted to shall be deemed to have been validly done as if such provisions were in force at that time.]

^{75h}[(3B) All appointments made by direct recruitment to the societies referred to in sub-section (3A) on or after the 25th day of April, 1995 and before the date of publication of the Kerala Co-operative Societies (Amendment) Ordinance, 1995 (Ordinance No. 10 of 1995) shall be invalid.]

^{75j}[(4) Notwithstanding anything contained in sub-section (1) or sub-section (2), ten per cent of the posts of employees of every society shall be reserved for appointment from persons belonging to the Scheduled Castes and Scheduled Tribes where the method of appointment to such posts is by direct recruitment.]

^{75g}[(5)Notwithstanding anything contained in sub-section (1) or (2) three percent of the total posts of employees of every society shall be reserved for physically handicapped persons having disability of forty percent or above, as certified by the medical board and the procedure of appointment shall be such as may be prescribed:

Provided that in societies where there are more than ten and less than thirty three employees including cadre and sanctioned posts, there shall be reserved a minimum of one employee belonging to physically handicapped persons.

^{75c}[(6)Government shall have power to fix or alter the maximum and minimum limit of establishment expenses of co-operative societies including the pay and allowances and other benefits of employees of Co-operative Societies.

Provided that societies run on net loss can give pay and allowances to its employees below the minimum limit fixed by the Government.]

(7)Notwithstanding anything contained in the bye-laws, a society shall not pay bonus to its employees exceeding the amount and the rate fixed by the Government or the Registrar from time to time.

(8)Government shall, by order, frame uniform Service Rules and Conduct Rules for the employees of any or all classes of co-operative societies.

(9)Suspension and disciplinary action in relation to an officer, employee or servant of co-operative society shall be such, as may be prescribed.]

^{75d}[(10)The Government may, on mutually agreed terms and on application of a society, depute a Government servant to the service of the purpose of managing its affairs and the Government servant so deputed shall exercise such powers and perform such duties as may be prescribed.]

75, 75b, 75c substituted, 75a omitted & 75d inserted by [Act 8/2013](#)

75e, 75f, 75g inserted by [Act 7/2010](#)

75h inserted by [Act 6/1995](#)

75i inserted by [Act 7/1988](#)

75j inserted by [Act 29/1986](#)