



GOVERNMENT OF KERALA

Abstract

Co-operation Department - Revision of the scales of pay and other allowances of the employees of the functional District Wholesale Co-operative Consumer Stores in the state - Orders issued.

Co-operation (B) Department

G.O (MS) No: 39/2010/Co-op

Dated, Thiruvananthapuram, 25.02.2010

- Read: -1. G.O (Rt) No.818/2008/Co-op dated 27.12.2007.
2. Letter No. ACSTI/2/Gen/138/08-09 dated 24.07.08 of Sri.B.P.Pillai, Director (i/c), ACSTI, Monvila, Thiruvananthapuram
3. Letter No. CS(2) 26894/07 dated 29.11.2008 of the Registrar of Co-operative Societies

ORDER

Government, as per the Government Order read as 1st paper above, appointed a Commission to study the salary structure of the presently working District Wholesale Co-operative Consumer Stores in the state and to submit recommendations for revision of the scales of pay and other allowances of the employees of the functional District Wholesale Co-operative Consumer Stores in the state. As per the letter read as 2nd paper above, the Commission submitted the recommendations to Government. Government after examining the matter in detail have decided to accept the recommendations as such considering the fact that the existing pay scales of the class II District Wholesale Co-operative Consumer Stores were fixed in 1973. Hence Government are pleased to issue orders revising the pay scales and other allowances of the employees of the functional District Wholesale Co-operative Consumer Stores in the state with effect from 01.04.08. The revised pay scales are appended to this order.

District Wholesale Co-operative Consumer Stores are divided into two; viz; Class I and Class II. Those District Wholesale Co-operative Consumer Stores which are having positive net worth (Accumulated loss less than own funds) are placed under Class I and those with negative net worth (Accumulated loss more than their own funds) are placed under Class II Stores. Accordingly, both Kasargod and Wayanad District Wholesale Co-operative Consumer Stores will come under Class I and others will come under Class II.

(i) Date of effect

This Pay revision will come into force with effect from 01.04.2008 and the revision of pay from 01.04.2008 to 31.03.2009 will be notional. Monetary benefit will be given with effect from 01.04.2009 only.

(ii) Principles of Pay Fixation

Class I

59% DA of Kasargod District Wholesale Co-operative Consumer Store and 42% DA of Wayanad District Wholesale Co-operative Consumer Store will be merged with the basic pay as on 01.02.2008. To that amount 7% of the basic pay towards fitment benefit will be added. If the amount, so arrived at, is a stage in the revised scale, the pay will be fixed in the revised scale at that stage and if not, at the next stage. If the minimum of the revised scale is more than the pay fixed as above, pay in the revised scale shall be fixed at the minimum. If the pay thus arrived exceeds the maximum of the revised scales, the pay will be fixed at the maximum and the excess will be treated as personal pay and will be adjusted in future increments. This personal pay will not be reckoned for calculation of DA or for any other benefits.

Class II

For Class II District Wholesale Co-operative Consumer Stores, fixed DA, 36% for those who have basic pay up to Rs.110 and 27% DA for those who have basic pay above Rs.110 and 488 point DA, 608 point DA and 294% DA and interim relief of Rs.30 and Rs.300 will be merged with the basic pay as on 01.02.2008. If the amount, so arrived at, is a stage in the revised scale, the pay will be fixed in the revised scale at that stage and if not, at the next stage. If the minimum of the revised scale is more than the pay fixed as above, pay in the revised scale shall be fixed at the minimum. If the pay thus arrived exceeds the maximum of the revised scales, the pay will be fixed at the maximum and the excess will be treated as personal pay and will be adjusted in future increments. This personal pay will not be reckoned for calculation of DA or for any other benefits.

(iii) Stagnation increment

Three stagnation increments will be given to those employees who reach the maximum in the revised scale of pay.

(iv) Grade Promotion

The existing system shall continue.

(v) Dearness Allowance

Dearness Allowance admissible to the State Government Employees from 01.02.2008 will be applicable to the employees of Kasargod and Wayanad District Wholesale Co-operative Consumer Stores. Dearness Allowance may be sanctioned to the employees of the Class II District Wholesale Co-operative Consumer Stores at the discretion of the Board of Management concerned.

(vi) House Rent Allowance

The employees of the District Wholesale Co-operative Consumer Stores are eligible for HRA @ of 10% of the revised basic pay subject to a maximum of Rs.750 per month. HRA at the revised rate will be allowed only with effect from the date of order.

(vii) City Compensatory Allowance

The management of the District Wholesale Co-operative Consumer Stores may grant CCA to the employees if their financial position permit.

(viii) Medical Allowance

The employees of the District Wholesale Co-operative Consumer Stores are eligible for medical allowance on par with the employees of Primary Co-operative Societies; ie, Rs.1350/- per annum.

(ix) Validity of Pay Revision

The validity of this pay revision will be for a period of five years from 01.04.08.

(x) Option

Employees can opt any date in between 01.04.2008 and 31.03.2009 (including both days) to come over to the revised scale of pay. Option should be given in writing within 3 months from the date of order. Option once given will be final and re-option will not be allowed.

(By the order of the Governor)
S.VIJAYAKUMAR
Additional Secretary

To

The Registrar of Co-operative Societies, Thiruvananthapuram
All District Wholesale Co-operative Consumer Stores (through RCS)
The Director, Information and Public Relations Department (for publication)
Stock File/Office Copy

Forwarded / By order



Section Officer

ANNEXURE

CATEGORY - WISE SCALE OF PAY FOR CLASS I DWCCS

Sl. No.	Category	Existing Scale of Pay	Revised Scale of Pay
1	Salesman / Attender/ Peon / Cleaner	2240 - $\frac{40}{4}$ - 2400 - $\frac{50}{5}$ 2650 - $\frac{65}{5}$ - 2975 $\frac{80}{5}$ - 3375 - $\frac{90}{5}$ - 3825	3900 - $\frac{80}{6}$ - 4380 - $\frac{105}{5}$ - 4905 - $\frac{130}{5}$ - 5555 $\frac{145}{5}$ - 6280 - $\frac{160}{6}$ - 7240 (27 Years)
2	Junior Clerk / Godown Keeper Driver / Supervisor	2500 - $\frac{50}{3}$ - 2650 - $\frac{65}{5}$ - 2975 - $\frac{80}{5}$ - 3375 $\frac{90}{5}$ - 3825 - $\frac{100}{6}$ - 4425 - $\frac{125}{2}$ - 4675	4380 - $\frac{105}{5}$ - 4905 - $\frac{130}{5}$ - 5555 - $\frac{145}{5}$ - 6280 - $\frac{160}{6}$ 7240 - $\frac{200}{6}$ - 8440 (27 years)
3	Senior Clerk/Depot Manager/Compounder- Pharmacist Gr II	2650 - $\frac{65}{5}$ - 2975 - $\frac{80}{5}$ - 3375 - $\frac{90}{5}$ - 3825 $\frac{100}{6}$ - 4425 - $\frac{125}{10}$ - 5675	4590 - $\frac{105}{3}$ - 4905 - $\frac{130}{5}$ - 5555 - $\frac{145}{5}$ - 6280 - $\frac{160}{6}$ 7240 - $\frac{200}{6}$ - 8440 - $\frac{240}{6}$ - 9880 (31 years)
4	Depot Manager/ Compounder Pharmacist I	2780 - $\frac{65}{3}$ - 2975 - $\frac{80}{5}$ - 3375 - $\frac{90}{5}$ - 3825 $\frac{100}{6}$ - 4425 - $\frac{125}{6}$ - 5175	5295 - $\frac{130}{2}$ - 5555 - $\frac{145}{5}$ - 6280 - $\frac{160}{6}$ - 7240 - $\frac{200}{6}$ 8440 - $\frac{240}{6}$ - 9880 - $\frac{280}{5}$ - 11280 (30 years)

5.	Section Head	$3925 - \frac{100}{5} - 4425 - \frac{125}{6} - 5175 - \frac{150}{6} - 6075 - \frac{175}{5}$ $6950 - \frac{200}{2} - 7350$	$6760 - \frac{160}{3} - 7240 - \frac{200}{6} - 8440 - \frac{240}{6} - 9880 - \frac{280}{5}$ $11280 - \frac{320}{5} - 12880 - \frac{360}{5} - 14680$ (30 years)
6.	Inspector/ Chief Accountant	$4550 - \frac{125}{5} - 5175 - \frac{150}{6} - 6075 - \frac{175}{5} - 6950$	$7640 - \frac{200}{4} - 8440 - \frac{240}{6} - 9880 - \frac{280}{5} - 11280 - \frac{320}{5} - 12880$
	Purchase Officer	$\frac{200}{4} - 7750 - \frac{225}{3} - 8425 - \frac{265}{1} - 8690$	$\frac{360}{5} - 14680 - \frac{420}{6} - 17200$ (31 years)
7.	Office Manager	$4925 - \frac{125}{2} - 5175 - \frac{150}{6} - 6075 - \frac{175}{5} - 6950 - \frac{200}{4}$ $7750 - \frac{225}{3} - 8425 - \frac{265}{4} - 9485$	$8240 - \frac{200}{1} - 8440 - \frac{240}{6} - 9880 - \frac{280}{5} - 11280 - \frac{320}{5} - 12880$ $\frac{360}{5} - 14680 - \frac{420}{6} - 17200 - \frac{480}{2} - 18160$ (30 years)
8.	Managing Director	$5325 - \frac{150}{5} - 6075 - \frac{175}{5} - 6950 - \frac{200}{4} - 7750$ $\frac{225}{3} - 8425 - \frac{265}{4} - 9485 - \frac{300}{4} - 10685$	$8680 - \frac{240}{5} - 9880 - \frac{280}{5} - 11280 - \frac{320}{5} - 12880 - \frac{360}{5}$ $14680 - \frac{420}{6} - 17200 - \frac{480}{5} - 19600$ (31 years)

CATEGORY - WISE SCALE OF PAY FOR CLASS II DWCCS

Sl. No	Category	Existing scale of Pay	Revised Scale of Pay
1	Salesman / Attender Peon / Cleaner	80 - 5 - 130	$3100 - \frac{40}{5} - 3300 - \frac{50}{6} - 3600 - \frac{60}{5} - 3900 - \frac{80}{6}$ $4380 - \frac{105}{5} - 4905 - \frac{130}{5} - 5555$ (32 Years)
2	Junior Clerk / Godown keeper Driver / Supervisor	90 - 5 - 150	$3450 - \frac{50}{3} - 3600 - \frac{60}{5} - 3900 - \frac{80}{6} - 4380 - \frac{105}{5}$ $4905 - \frac{130}{5} - 5555 - \frac{145}{5} - 6280 - \frac{160}{3} - 6760$ (32 years)
3	Senior Clerk/Depot Manager II Comp.II Pharmanist II	110 - 6 - 134 - 7 - 162 - 8 - 202 - 9 - 220	$3660 - \frac{60}{4} - 3900 - \frac{80}{6} - 4380 - \frac{105}{5} - 4905 - \frac{130}{5}$ $5555 - \frac{145}{5} - 6280 - \frac{160}{6} - 7240$ (31 years)
4	Depot Manager/ Compounder Pharmacist / Typist Stenographer	150 - 10 - 250	$3900 - \frac{80}{6} - 4380 - \frac{105}{5} - 4905 - \frac{130}{5} - 5555 - \frac{145}{5}$ $6280 - \frac{160}{6} - 7240 - \frac{200}{3} - 7840$ (30 years)
5	Section Head	200 - 10 - 300 - 12.5 - 400	$4140 - \frac{80}{3} - 4380 - \frac{105}{5} - 4905 - \frac{130}{5} - 5555 - \frac{145}{5}$ $6280 - \frac{160}{6} - 7240 - \frac{200}{6} - 8440$ (30 years)

6.	Inspector/ Chief Accountant Purchase Officer	250 - 15 - 310 - 20-450	4380 - $\frac{105}{5}$ - 4905 - $\frac{130}{5}$ - 5555 - $\frac{145}{5}$ - 6280 - $\frac{160}{6}$ 7240 - $\frac{200}{6}$ - 8440 - $\frac{240}{6}$ - 9880 (33 years)
7.	Office Manager	300 - 20 - 500	4695 - $\frac{105}{2}$ - 4905 - $\frac{130}{5}$ - 5555 - $\frac{145}{5}$ - 6280 $\frac{160}{6}$ - 7240 - $\frac{200}{6}$ - 8440 - $\frac{240}{6}$ - 9880 - $\frac{280}{2}$ - 10440 (32 years)
8.	Managing Director	300 - 25 - 550 - 30 - 700	4905 - $\frac{130}{5}$ - 5555 - $\frac{145}{5}$ - 6280 - $\frac{160}{6}$ - 7240 $\frac{200}{6}$ - 8440 - $\frac{240}{6}$ - 9880 - $\frac{280}{5}$ - 11280

Master Scale

Class I Stores - Master Scale

$$3900 - \frac{80}{6} - 4380 - \frac{105}{5} - 4905 - \frac{130}{5} - 5555 - \frac{145}{5} - 6280 - \frac{160}{6} - 7240 - \frac{200}{6} - 8440 - \frac{240}{6} - 9880 - \frac{280}{5} - 11280 - \frac{320}{5} - 12880 - \frac{360}{5} - 14680$$

$$- \frac{420}{6} - 17200 - \frac{480}{5} - 19600$$

Class II Stores - Master Scale

$$3100 - \frac{40}{5} - 3300 - \frac{50}{6} - 3600 - \frac{60}{5} - 3900 - \frac{80}{6} - 4380 - \frac{105}{5} - 4905 - \frac{130}{5} - 5555 - \frac{145}{5} - 6280 - \frac{160}{6} - 7240 - \frac{200}{6} - 8440 - \frac{240}{6} - 9880 - \frac{280}{5} - 11280$$