

Circular No. 63/93

No. Em (3) 54412/90 Dated : 2-9-1993

Sub: Co-operation -protection envisaged in Rule 200 of the Kerala Co-operative Societies Rule on the rights and privileges of the employees of Co-operative Societies existed on 31-12-73 - Implication of Rule 200 with Rules 185(2) and 186 - instructions issued.

- Read: 1. This office Circular No. 38/86, dated 7-9-86.
2. G.O.(MS) 18/88/Co-op: Dated 17-6-1988 (S.R.O. No. 724/CS)
3. This office Circular No. 22/89 dated 12-4-89.

In this office Circular No. 38/86 dated 7-9-86, instruction on the application of Rule 185(2) read with Rules 186 and 200 of Kerala Co-op: Societies Rules under section 80 of the Kerala Co-operative Societies Act were issued keeping in view of the judgment of the Division Bench of Hon'ble High Court in W.A.No. 309/85. This gist of the instructions in the Circular are:

(a) Relaxation from the prescribed qualification under Rule 185(2) is permissible only in the case of those employees are who were appointed on or after 1-1-1974.

(b) Employees who were in service as on 31-12-73 and who are qualified for the posts they held according to the approved service regulations of the society which were in then in existens can continue in the post by virtue of protection given under note(1) to rule 186 (1) and they are eligible for the promotion to higher post provided they prosses qualifications priscribed in the service regulations then in force as on 31-12 1973 in the society even if they do not possess qualifications priscribed under rule 186 of the Kerala Co-operative Societies Rules.

In case the bye-laws of any society empowers the Registrar to grant exemption to any employee from the prescribed qualification such exemption cannot be granted after coming into forces of the statutory Rules.

2. As per the notification issued by Government in G.O.(MS) 18/88/Co-op: dated 17-6-1988, rules 185(2) and 200 were amended and a new rule 201 was also inserted . Due amentment to rule 200 promotion to employees who were in service prior to 1-1-74 made possible to more than one higher posts. And as per rules 185(2) as amended, relaxetion from the prescribed qualifications is permissible both in the case of employees appointed befor and after 1-1-74 and before 17-6-1988 shall be deemed tohave been made in accordance with rules 185 and 200 and insertion of rule 201 the Hon'ble High Courtin its JUDGMENT IN o.p.nO. 8777/87 observed that the view taken in circular No. 38/86 dated 7-9-86 requires reconsideresion.

3. in the circumstances the following clarifications are issued.

(a) The protection envisaged in rule 200 of Kerala Co-op: Societies Rules to the employees already in service at the time of coming into force of the Kerala Co-operative Societies Rules under section 80 of the Act (ie. as on 1-1-74) is available in respect of emoluments, promotion to higher post or posts and to any other benefits except the age of retirement, provided for then existed bye-laws or approved service conditions and regulations if any of the respective societies.

(b) Employees in service as on 31-1-1973 and who were qualified to the post they held according the bye-laws service conditions if any of the society which were then is given under not sub rule (1) 186 even if they do not possess the qualifications prescribed under rule 186 of the Kerala Co-operative societies rules.

(c) The employees who were in service as on 31-12-73 will be eligible for promotion to higher posts if they possess the required qualifications for the higher posts prescribed in the approved service regulations or bye-laws then in force ie as on 31-12-73 in respect of that society.

(d) If no qualifications were fixed for a particular post/posts or if there were no bye-laws or approved service regulations existed prior to 1-1-74 in a society, promotions can be effected only if the employees are qualified in accordance with rule 186 of Kerala Co-operative Societies Rules.

(e) Even if the service regulations (bye-laws) in force as on 31-12-73 permitted the relaxation of the qualification by the Registrar such power cannot be invoked after the rules under section 80 of Kerala Co-operative Societies Act have come into force.

(f) In case of employees who are not qualified as per the service regulations existed prior 1-1-74 or as per Rule 186 of the Kerala Co-operative Societies Rules, relaxation from the prescribed qualifications under Rule 185(2) is permissible both in the case of employees appointed before and after 1-1-74)

(g) In the case of employees who were in service as on 31-12-73 their promotions to higher posts made during the period 1-1-74 to 17-6-88 will be deemed to have been made in accordance with the provisions of rules 185 and rule 200 amended.

(h) The amendments to sub rule (2) of rule 185 are made to enable promotions to all the employees irrespective of their dates of appointment Rule 201 is introduced to give protection to the employees who were in service prior to 1-1-74 and who were given promotion to more than one post as per the service conditions or bye laws existed as on 31-12-73. Therefore irregular promotions made during 1-1-74 to 17-6-88 cannot be deemed to have been made under Rules as amended empowers the committee of a Co-op: Society to relax the qualification of the employee for the purpose of promotion in deserving cases with prior approval of Registrar and for the reasons to be recorded. For deciding as to whether a given case is a deserving one or not for relaxation of qualifications under Rule 185 (2) of guidelines have already been issued in this office Circular No.22/89 dated 12-4-1989 for strict compliance.

Sd/-

V.S. Senthil

Registrar of Co-op: Societies

സർക്കുലർ നമ്പർ 44/2006

വിഷയം : സഹകരണ പ്രാഥമിക സഹകരണ സ്ഥാപനങ്ങളിലെ സബോർഡി നേറ്റ് സ്റ്റാഫിന് ടൈപ്പിസ്റ്റ് തസ്തികയിലേക്ക് ഉദ്യോഗക്കയറ്റംനൽകുന്നത് സംബന്ധിച്ച്.

- സൂചന :
1. സഹകരണ സംഘം രജിസ്ട്രാറുടെ 25.08.1984 ലെ 37/84-ാം നമ്പർ സർക്കുലർ
 2. സഹകരണ സംഘം രജിസ്ട്രാറുടെ 13.9.1984ലെ 37 (എ) 84-ാം നമ്പർ സർക്കുലർ
 3. കേരള കോ-ഓപ്പറേറ്റീവ് എംപ്ലോയീസ് യൂണിയന്റെ 18.9.06ലെ നിവേദനം.

സൂചന സർക്കുലർ ഒന്നുപ്രകാരം പ്രാഥമിക സഹകരണ സ്ഥാപനങ്ങളിലെ സബോർഡി നേറ്റ് സ്റ്റാഫിന് ജൂനിയർ തസ്തികകളിലേക്ക് ഉദ്യോഗക്കയറ്റം സംബന്ധിച്ച് നിർദ്ദേശങ്ങൾ നൽകിയിരുന്നു. സൂചന രണ്ട് സർക്കുലർ പ്രകാരം പ്രാഥമിക സഹകരണ സംഘങ്ങളിലെ ടൈപ്പിസ്റ്റുമാരെ ജൂനിയർ ക്ലാർക്കിനോടൊപ്പം തുലനം ചെയ്തു ഉത്തരവായിരുന്നു.

സബ് സ്റ്റാഫ് വിഭാഗത്തിൽപ്പെട്ടവരെ യോഗ്യത നേടുന്ന മുറയ്ക്ക് ജൂനിയർക്ലാർക്ക് തസ്തികയിലേക്ക് ഉദ്യോഗക്കയറ്റം നൽകാമെന്ന് വ്യവസ്ഥ ചെയ്തിട്ടുള്ള സാഹചര്യത്തിൽ, ടൈപ്പിസ്റ്റ് യോഗ്യത നേടിയിട്ടുള്ള സബ് സ്റ്റാഫ് വിഭാഗത്തിൽപ്പെട്ടവരേയും ടൈപ്പിസ്റ്റ് തസ്തികയിലേക്കു ഉദ്യോഗക്കയറ്റം നൽകുന്നതിന് ആവശ്യമായ നിർദ്ദേശം നൽകാമെന്ന ആവശ്യം ജീവനക്കാരുടെ ഭാഗത്തുനിന്നും ഉയർന്നിട്ടുണ്ട്. ടി ആവശ്യം പരിശോധിച്ചതിൽ അത് പരിഗണിക്കാനർഹമാണെന്ന് കാണുകയും ചെയ്തിരുന്നു.

നിലവിലുള്ള ശമ്പള പരിഷ്കരണ ഉത്തവിൽ ജൂനിയർ ക്ലാർക്ക്, ടൈപ്പിസ്റ്റ്, അപ്രെന്റീസ് എന്നിവർക്ക് ഒരേ ശമ്പളസ്കെയിലാണ് സർക്കാർ അനുവദിച്ചുനൽകിയിട്ടുള്ളത്. ഈ സാഹചര്യത്തിൽ ടൈപ്പിസ്റ്റ് തസ്തികയിലേക്ക് സഹകരണ ചട്ടം 186- നിഷ്കർഷിച്ചിട്ടുള്ള യോഗ്യത നേടിയിട്ടുള്ളതും തുടർച്ചയായ മൂന്നുവർഷ സർവ്വീസ് പൂർത്തിയാക്കിയിട്ടുള്ളതും സ്ഥിരം തസ്തികയിൽ നിയമിക്കപ്പെട്ടിട്ടുള്ളതുമായ സബ്സ്റ്റാഫ് വിഭാഗത്തിൽ ഉൾപ്പെടുന്ന ജീവനക്കാർക്ക് ടൈപ്പിസ്റ്റ് തസ്തികയിലേക്ക് ഉദ്യോഗക്കയറ്റം നൽകാവുന്നതാണ്.

സ്ഥാപനങ്ങളുടെ ഫീഡർ കാറ്റഗറി റൂൾസിൽ ഇതിനാവശ്യമായ ഭേദഗതി വരുത്തിയതിന് ശേഷം മാത്രമേ ഇപ്രകാരം ഉദ്യോഗക്കയറ്റം നൽകാവൂവെന്നും നിർദ്ദേശിക്കുന്നു.

ഒപ്പ്
വി. രഘുനാഥ്
സഹകരണ സംഘം രജിസ്ട്രാർ (ഇൻചാർജ്ജ്)

Abstract

Co-operative Institution - Time Bound higher Grade Benefits to the employees of all Co-operative Institution - Reised norms and guidelines issue.

CO-OPERATIVE (B) DEPARTMENT

G.O. (MS) No. 7/96/Co-op.

Dated, Thiruvanthapuram, 25.1.1996

- Read:-
1. G.O.(MS) 291/84/AD. dated. 25-9-1984.
 2. G.O.(MS) 36/88/Co-op. dated. 27-6-1988
 3. G.O. (MS) 39/91/Co-op. dated 27-4-1991
 4. Letter No.EM (2) 45888/93.dated 24-2-94 of Register of Co-operative Societies.
 5. Lr.No.EM (2) 41541/95.dated, 12-12-95 of Registrar of Co-operative Societies.

ORDER

In supersession of the Government Order reas as first, second and third papers above, Government are pleased to approve the revised norms and guidliness for granting Time Bound higher grate benefits to the employees to all Co-operative Institution under the Control of Registrar of Co-operative Societies as appented to the order.

2. This order will have restrospective effect form 27-4-91. The irrigrular promotions and fixation of pay already made by the Co-operatives should be modified to fall within the ambit of revised norms and guidlines.

3. The Regitrar of Co-operative Societies is authorised to clear doubt of clarifications arising out of the revised norms and guidlines appended to this order.

By Order of the Governer,
Joint Secretary to Govt.

G.O.(MS) NO.796 Co-op. DATED, 25-1-1996 REVISED NORMS AND GUIDLINES FOR THE GRAND OF THE TIME BOUND HIGHER GRADE BENEFIT TO THE EMPLOYEES OF CO-OPERATIVE INSTITUTIONS.

A. In the case of employees under sub-staff category.

- i. The first higher grade on completion of 10 years of Service in the entry post.
- ii. The second higher grade should be on completion of either 10 years' service in the first promoted post of total service of 20 year in the entry post and the first regular promotion post/time-bound higher grade together whichever is earlier.
- iii. The third grade shouldbe on completion of 25 years of total service in the entry post and regular promotion posts time-bound higher grade (s)together.

B. In the case of all other employees encluing under Supervisory Category.

- i. The first higher grade on completion of 10 years of Service in the entry post.
- ii. The second higher grade on completion of either 10 years of service in the first promotion post or 20 years of total service in the entry post and first promotion post/higher grade to gether, whichever is earlier.
- iii. Guidelines for regulating the grand of higher grade benefit ordered above should be as follllows:-

1. Qualifying service to be reckoned as regular service from computing the services of 10/20/25 years as the case may be.
 - a. The service put in the same post carrying a time scale of pay which will count for normal increments in the post, should be treated as qualifying service.
 - b. The service put in the same post carrying different scales due to revision of scale should be reckoned as service in the same post.
 - c. The service put in the same post carrying different scales due to the change of classification should be reckoned as service in the same post.
 - d. The service not counting for increment as punishment should not be reckoned as qualifying service. But the period for which increment is barred without cumulative effect should be counted as qualifying service.
 - e. The period of service of an employee whose promotion stands barred should not be reckoned as qualifying service.
 - f. All periods of leave with allowances availed by employee except that availed for taking up employment abroad and that availed by the female employees for accompanying husbands abroad should be reckoned as qualifying service.
 - g. The period spent on deputation from one co-operative institution to another co-operative institution should be counted as qualifying service.
 - h. The service should be against sanctioned post.

III. The employee shall be fully qualified to hold the post of duly exempted from possessing, the prescribed qualification under rule 185(2) of KCS Rules, 1969.

IV. Scale of pay of Higher Grade.

1. The scale of pay admissible for the higher grade should be the scale of the regular promotion post subject to the requirement of qualification.

2. The appropriate higher grade scale should be fixed by the Registrar of Co-operative Societies, on receipt of necessary proposals from the Society in cases if there is no regular promotion post or in the case of persons not possessing the required qualification for promotion to the regular promotion post.

3. Then the qualification of a society is changed in the higher grade admissible should be re-determined with reference to the actual post held by the employee before qualification was changed and not with reference to the scale of pay of higher grade sanctioned to him earlier.

V. The employee who relinquishes claim for promotion should not be eligible to the benefit of higher grade.

VI. An employee who is given the benefit of higher grade should continue to be designated as earlier in the original post the words "Higher Grade" notes in the bracket.

VII. Fixation of pay on granting of higher grade.

- I) The pay of an employee who is given the benefit of higher grade should be fixed as per the norms now followed for fixation of pay consequent on promotion.

- II) No re-fixation of pay in the original date of increment should be admissible.

III) The employees who are eligible for higher Grade on completion of 10/20/25 years of service as the case maybe, should be eligible to exercise option to choose a benefical date to come over to the higher grade. Such option should be exercised within six months from the date on which he be came eligible for the higher grade. The option once exercise should be final. If no option is exercised as inticated above, he/she shuld be deemed to have come over to the higher grade on the date on which he she actually became eligible for the higher grade.

VIII. Regulation of pay on getting regular promotion after availing higher grade benefit.

I) The employees, who are duly qualified, on promotion to regular post carrying the same scale of pay after getting the higher grade benefit are not being allowed any further fixation or refixation of pay. Whereas in the case of unqualified employees where they are able to get next cadre promotion, after having availed the benefit of higher grade relaxing the required qualification as per Rule 185(2) of KCS Rules or got himself duly qualified subsequently should get benefit of one more fixation, of any including refixation of pay as allowed one cadre promotion. Thus it results in the contingency of getting more basic pay that the senior employee in the same institution who are duly qualified and promoted to the regular cadre promotion posts after getting the benefit of higher grade and to avoid the anomaly of getting more basic pay by the Junior employee who are not qualified as stated above it is ordered that their pay on promotion to the cadre post should be regulated as follows:

II. The pay of the employees(both qualified and unqualified) who are allowed service based higher grade, on regular promotion to the cadre post, the pay will be fixed on the basis of pay they would have drawn in the lower posts, had not been given service based higher grade. They should be eligible for refixation of pay in the higher time scale allowed for cadre promotion wherever there is a change of pay in the lower scale. In these cases, the amount received by way of higher grade benefit should however be treated as having been received neither recovery nor payment of arrears should be made.

No. EM(2) 41541.95

Office of the Registrar of Co-op.Societies

Thiruvanthapuram,

Dated : 30-4-97

CIRCULAR NO. 15/97

Sub:- Co-operative Institution-Time-bound Higher Grade benefits to employees of all Co-operative Institution Guidelines - issued:

Ref:- G.O.(MS)No. Co-op: Dated 25-1-1996.

As per the reference cited, Government have approved revised norms and guidelines for granting time bound higher grade benefits to the employees of all Co-operative Institution under the control of registrar of Co-operative Societies, in line with the benefits as applicable to Government Employees. As per this order, the employees under Sub-Staff Category (All posts below that of Clerical Category) are eligible for 3 higher grade benefits. viz.

First:- On completion of 10 years of service in the entry post.

Second:- On completion for either 10 years' service in the first promoted post or a total service of 20 years entry post and first regular promotion post/time-bound higher grade together whichever is earlier and.

Third:- On completion of 25 years of service in the entry post and regular promotion posts time bound higher Grade,(s)together. According to this an employee who could not get one regular promotion within a period of 10 years' service from the entry post is eligible for 1st higher grade and he is eligible for 2nd higher grade benefit on completion of 20 years' service from the entry post and first regular promotion post/time-bound higher grade together or on completion of 10 years' service in the first promotion post. They are also eligible third higher grade on completion of 25 years of service in the entry post provide they were allowed only two higher grade benefit or two regular promotion or one higher grade benefit and one regular promotion within a period of 25 years from the entry post. It is to be noted that in the case of other employees ie. from clerical category including supervisory category they are eligible for first and second higher grade benefits only as mentioned above. In short, the employees under substaff category (below the level of clerks) who secured three Higher Grade/Promotions and other employees from Clerical Category onwards who secured two Higher Grade/Promotion from the entry post are not eligible for any higher grade benefits. It is also stipulated that the scale of pay admissible for higher grade should be the scale of pay of the regular promotion post subject to the requirement of qualification.

2. In cases where there is no regular promotion post of in the case of persons not possessing the required qualification for promotion to the regular promotion post appropriate higher scale to be fixed by the Registrar of Co-operative Societies on receipt of necessary proposals for fixing higher grade scale are being received in this office from Joint Registrars and higher grade scales allowed. In order to ensure speedy disposal of the proposals, it is ordered that hereinafter the application in respect of Primary Co-operative Societies other than Urban and Primary Co-op: Agricultural and Rural Development Bank for granting higher grade scales shall be disposed of by the Joint Registrars of the Districts themselves. Accordingly the following guidelines are issued for fixing 1st and 2nd 3rd higher grade scales, as the case may be.

1. The Revised Guidelines for granting higher grade benefit is given effect from 27-4-1991. As such the employees are eligible for 1st or 2nd or 3rd higher grades with effect from 27-4-1991 only even if they are eligible for higher grades to 27-4-1991.

2. If the employees are actually eligible for more than one higher grade benefit as per the conditions prescribed in the G.O. as on 27-4-91, they can be allowed the with effect from 27-4-91. In such cases, the pay is to be fixed nationally in the 1st higher grade scale as the case may be.

3. The employees, who not qualified for the regular promotion posts as per feeder category rules, the pay scale in the standard scale of pay as per Annexure 1 of the pay revision orderd in respect of Primary Societiese, which is immediatly higher to the scale in which he is/was drawing salary should be allowed as first/second/third higher grade and that the scale which is immediately higher to the higher grade scale, so sanctioned should be allowed as Second/Third and so on, for 3rd higher grade scale. For the secretery post in Special Grade Societies the following pay scale may be allowed as 1st and 2nd higher grade, with effect from 24-4-91 First Higher Grade Scale-

Rs. 2075-50/2125-60-2365-70-2715-80-3035-90-3305-100-3705

2nd Higher Grade Scale

Rs. 2125-60-2365-70-2715-80-3035-90-3305-100-3705

with effect 2-4-94 1st Higher Grade Scale

2340-75-2690-80-3010-90-3280-105-3700-120-4180

2nd Higher Grade Scale

Rs. 2410-70-2690-80-3010-90-3280-105-3700-120-4300

For ready reference the pay scale to be allowed as higher grade are given in Appendix-1

4. While allowing the pay scale for higher grade it is also to be directed that in the event of getting regular promotion, fixation of pay in the cadre post should be with reference to the national pay in the lower Cadre post but for the time-bound higher grade. Detailed directions given in this regard as clause VIII of the G.O. cited may also be seen.

5. All particulars as are considered necessary by the Joint Registrars should be obtained preferably in the form appended here to and scrutinised properly before taking a final decision on the proposals with reference to the norms and guidelines prescribed by Government in the reference cited.

6. As regards the application in respect of employees of primary Co-op. Agricultural Development Bank, Urban Banks and District Co-op. Bank, the same shall be forwarded to this office with all necessary service particulars from the entry posts, scale of pay in which salary was being drawn as on the dates of eligibility for Higher Grade etc along with the details as per proforms appended herewith (Appendix - II)

7. Any doubt or clarification arising out of the revised norms are to be referred to Registrar of Co-op Societies for clearance. Joint Registrar in the Districts will act strictly within the rule framed in the guidelines issue as per the G.O. cited and directions as per this circular. Any matter of deviation of required and considered necessary shall be referred to Registrar of Co-op Societies for decision.

8. Revised norms and guidelines as per G.O. cited are applicable to all Co-op institution in the state under the control of Registrar of Co-op Societies, Including all Apex Co-op institutions and District Co-op Bank.

സർക്കുലർ നമ്പർ 21/2000

വിഷയം: സഹകരണസ്ഥാപനങ്ങൾ - സഹകരണസ്ഥാപനങ്ങളിലെ ജീവനക്കാർക്ക് സമയബന്ധിത ഹയർഗ്രേഡ് ആനുകൂല്യം സംബന്ധിച്ച്

- സൂചന: 1. ജി.ഒ.(എം.എസ്) 7/96 തീയതി : 25-5-96.
 2. 30-4-97 ലെ 15/97-ാം നമ്പർ സർക്കുലർ
 3. ജി.ഒ.(പി) 47/2000/സഹ:തീയതി 22-3-2000.

സഹകരണ സ്ഥാപനങ്ങളിലെ ജീവനക്കാർക്ക് സമയബന്ധിത ഹയർഗ്രേഡ് സൂചന (1) പ്രകാരം അനുവദിച്ചിട്ടുള്ളതിന് സൂചന (2) പ്രകാരം ശമ്പള സ്കെയിലുകൾ നിർണ്ണയിച്ചു നൽകിയിരിക്കുന്നു. സൂചന (3) പ്രകാരം പ്രാഥമിക സഹകരണസംഘം ജീവനക്കാരുടെ ശമ്പളം പരിഷ്കരിച്ച് ഉത്തരവായിട്ടുണ്ട്. ടി. ഉത്തരവിൽ സമയബന്ധിത ഗ്രേഡ് പ്രൊമോഷന്റെ അടിസ്ഥാനത്തിൽ നിലവിലുള്ള ശമ്പള നിരക്കുകളിൽ നിന്നും വ്യത്യസ്ത നിരക്ക് സഹകരണ സംഘം രജിസ്ട്രാർ നിർണ്ണയിച്ചു നൽകിയിട്ടുണ്ടെങ്കിൽ അതിന് സമാനമായ പുതിയനിരക്കുകൾ രജിസ്ട്രാർ നിയമിച്ചു നൽകണം എന്ന് വ്യവസ്ഥചെയ്തിട്ടുണ്ട്.

സഹകരണ സംഘം രജിസ്ട്രാറുടെ 15/97 നമ്പർ സർക്കുലർപ്രകാരം നിലവിലുള്ള ശമ്പള സ്കെയിലുകളിൽ നിന്നും വ്യത്യസ്തമായ രണ്ടു ശമ്പളസ്കെയിലുകളാണ് ഹയർഗ്രേഡ് ശമ്പള സ്കെയിലായി നിർണ്ണയിച്ചു നൽകിയിട്ടുണ്ട്. ടി സ്കെയിലുള്ളത് പരിഷ്കരിച്ച ശമ്പള സ്കെയിലുകൾ താഴെ പറയുന്ന പ്രകാരം നിർണ്ണയിച്ചു നൽകി ഉത്തരവാകുന്നു.

നിലവിലുള്ളത്	പരിഷ്കരിച്ചത്
2410-4300	6600-175/2-6950-200/4 7750-225/3-8425-265/4 9485-300/5-10985-350/6 13085-400/1-13485(25 വർഷം)
2340-4180	6425-175/3-6950-200/4 7750-225/3-8425-265/4 9485-300/5-10985-350/3 13085 (25 വർഷം)

ഒപ്പ്
 കെ. ചന്ദ്രസേനപ്രസാദ്
 സഹകരണ സംഘം രജിസ്ട്രാറുടെ ചാർജ്ജ്
 വഹിക്കുന്ന അഡീഷണൽ രജിസ്ട്രാർ (കൺസ്യൂമർ)

സർക്കുലർ നമ്പർ 49/2005

വിഷയം :- പ്രാഥമിക സഹകരണ സംഘങ്ങൾ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണം - ഹയർഗ്രേഡ് ശമ്പള സ്കെയിൽ നിർണ്ണയിച്ചു നൽകുന്നതു സംബന്ധിച്ച്.

സൂചന:- സർക്കാരിന്റെ 23.8.2005 ലെ 220/2005/സഹ നമ്പർ ഉത്തരവ്.

പ്രാഥമിക സഹകരണ സംഘം ജീവനക്കാരുടെ ശമ്പളം പരിഷ്കരിച്ച് കൊണ്ടുള്ള സൂചന ഉത്തരവിൽ പരിഷ്കരിച്ച ശമ്പള സ്കെയിലിന്റെ അടിസ്ഥാനത്തിൽ പൊതുവായി ഹയർഗ്രേഡ് സ്കെയിൽ സഹകരണ സംഘം രജിസ്ട്രാർ നിശ്ചയിച്ച് നൽകേണ്ടതാണ് എന്ന് നിർദ്ദേശിച്ചിട്ടുള്ളതിന്റെ അടിസ്ഥാനത്തിൽ പരിഷ്കരിച്ച ശമ്പള സ്കെയിലുള്ള ഹയർഗ്രേഡ് സ്കെയിലുകൾ അനുബന്ധമായി ചേർക്കുന്നു. നിശ്ചിത യോഗ്യതയുള്ള ജീവനക്കാർക്ക് പ്രൊമോഷൻ തസ്തികയുടെ ശമ്പള സ്കെയിലും, നിശ്ചിത യോഗ്യതയില്ലാത്ത ജീവനക്കാർക്ക് അവർവാങ്ങിക്കൊണ്ടിരിക്കുന്ന ശമ്പളസ്കെയിലിന്റെ തൊട്ടുയർന്ന ശമ്പളസ്കെയിലും അനുവദിച്ചു നൽകാവുന്നതാണ്. ജീവനക്കാർക്ക് ഹയർഗ്രേഡ് അനുവദിക്കേണ്ടത് 15/97-ാം നമ്പർ സർക്കുലറിലെ നിബന്ധനകൾക്ക് അനുസൃതമായിട്ടായിരിക്കണമെന്ന് നിഷ്കർഷിക്കുന്നു.

ഒപ്പ്
കെ. കേശവൻ
രജിസ്ട്രാർ (ഇൻ - ചാർജ്)

ഹയർ ഗ്രേഡ് സ്കെയിലുകൾ

1. 10500-280/2-11060-320/4-12340-360/3-13420-420/4-15100-480/5-17500-560/5-20300-640/5-23500-720/2-24940(30)
2. 10220-280/3-11060-320/4-12340-360/3-13420-420/4-15100-480/5-17500-560/5-20300-640/5-23500-720/1-24220 (30)
3. 9660-280/5-11060-320/4-12340-360/3-13420-420/4-15100-480/5-17500-560/5-20300-640/4-22860(30)
4. 9180-240/2-9660-280/5-11060-320/4-12340-360/3-13420-420/4-15100-480/5-17500-560/5-20300-640/2-21580(30)
5. 8460-240/5-9660-280/5-11060-320/4-12340-360/3-13420-420/4-15100-480/5-17500-560/4-19740(30)
6. 8220-240/6-9660-280/5-11060-320/4-12340-360/3-13420-420/4-15100-480/5-17500-560/2-18620(29)

1969-ലെ കേരള സഹകരണ സംഘനിയമം

7. 7820-200/2-8220-240/6-9660-280/5-11060-320/4-12340-360/3-13420-420/4-15100-480/5-17500 (29)
8. 7420-200/4-8220-240/6-9660-280/5-11060-320/4-12340-360/3-13420-420/4-15100-480/3-16540(29)
9. 7220-200/5-8220-240/6-9660-280/5-11060-320/4-12340-360/3-13420-420/4-15100-480/2-16060(29)
10. 6540-160/3-7020-200/6-8220-240/6-9660-280/5-11060-320/4-12340-360/3-13420-420/2-14260(29)
11. 6220-160/5-7020-200/6-8220-240/6-9660-280/5-11060-320/4-12340-360/3-13420(29)
12. 5915-145/1-6060-160/6-7020-200/6-8220-240/6-9660-280/5-11060-320/-12340-360/1-12700(29)
13. 5770-145/2-6060-160/6-7020-200/6-8220-240/6-9660-280/5-11060-320/4-12340 (29)
14. 5625-145/3-6060-160/6-7020-200/6-8220-240/6-9660-280/5-11060-320/3-12020(29)
15. 5335-145/5-6060-160/6-7020-200/6-8220-240/6-9660-280/5-11060-320/1-11380 (29)
16. 5205-130/1-5335-145/5-6060-160/6-7020-200/6-8220-240/6-9660-280/4-10780(29)
17. 5075-130/2-5335-145/5-6060-160/6-7020-200/6-8220-240/6-9660-280/4-10780- (29)
18. 4945-130/3-5335-145/5-6060-160/6-7020-200/6-8220-240/6-9660-280/4-10780 (30)
19. 4815-130/4-5335-145/5-6060-160/6-7020-200/6-8220-240/6-9660-280/3-10500(30)
20. 4475-105/2-4685-130/5-5335-145/5-6060-160/6-7020-200/6-8220-240/5-9420
21. 4370-105/3-4685-130/5-5335-145/5-6060-160/6-7020-200/6-8220-240/4-9180 (29)
22. 4265-105/4-4685-130/5-5335-145/5-6060-160/6-7020-200/6-8220-240/3-8940 (29)
23. 4160-105/5-4685-130/5-5335-145/5-6060-160/6-7020-200/6-8220 (27)
24. 4080-80/1-4160-105/5-4685-130/5-5335-145/5-6060-160/6-7020-200/6-8220 (28)
25. 4000-80/2-44160-105/5-4685-130/5-5335-145/5-6060-160/6-7020-200/5-8020 (28)