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GOVERNMENT OF KERALA

Abstract

Co-Operation Department – Revision of Pay and Allowances of employees of
Co-Operative Urban Banks in Kerala – Sanctioned – Orders issued

CO-OPERATION (P.S) DEPARTMENT

G.O(P) No.114 /2015/Co-Op.

Dated, Thiruvananthapuram, 04.09.2015

- Read:-
- 1 GO(P) No.149/10/Co-op dated, 18.08.2010.
 - 2 GO (Rt) No.452/13/Co-op dated, 16.07.2013
 - 3 GO (Rt) No.537/13/Co-op dated, 19.08.2013
 - 4 Letter No. EM(4)15705/2013 dated, 25.07.2015 from the Registrar of Co-Operative Societies, Thiruvananthapuram.

The pay and allowances of employees of Co-operative Urban Banks in Kerala were revised as per G.O read as first paper above. The said revision was for a period of 5 years with effect from 01.04.2008 and as such the period was expired on 31.03.2013. Accordingly, as per G.O read as second paper above, a Committee for the revision of pay and allowances of the employees of Co-operative Urban Banks was constituted and the said Committee was reconstituted by incorporating more members vide G.O read as third paper above. Accordingly the Committee submitted its recommendations to Government and Government, after examining the recommendations of the Committee in detail are pleased to sanction revision of pay and allowances of the employees of Co-operative Urban Banks (licensed Banks) as shown below. The revised scales of pay of the various posts are given as Annexure I and II.

1. Date of effect:

The existing scales of pay and allowances will be revised with effect from 01.04.2013 as shown in Annexure I and II. The validity of the Pay Revision shall be

for a period of 5 years with effect from 01.04.2013 or up to the next pay revision order, whichever is earlier. The employees will be eligible for arrears of the Pay Revision with effect from 01.04.2013.

2. Principles of Pay Fixation:

Dearness Allowance at the rate of 40% of the Basic Pay as on 01.04.2013 will be merged with the basic pay on the date or on the date of option and to that amount 6% enhancement subject to a minimum of Rs.1500/- will be added towards fitment benefit. If the amount so arrived at is a Stage in the revised scale, the pay of an employee will be fixed at that stage and if not, at the stage next above. If less than the starting point of the revised scale, it will be fixed at the minimum of the revised scale.

3. Service Weightage:

A service weightage of one increment for each completed 5 years of service, two increment for completion of 10 years of service and three increments for completion of 15 years of service will be granted subject to a maximum of three increments in the revised scale.

4. Stagnation of Increments in the Revised Scale of Pay:

A maximum of 3 stagnation increments will be allowed to those employees whose basic pay reaches at the maximum in the revised scale of pay. Increment sanctioned to certain employees under special circumstances for special cases will not be counted for the purpose.

5. Grade Promotion:

The existing 4 higher grades to sub-staff on completion of 8,16,23 and 28 years of their service in their post will continue subject to the existing terms and conditions. The higher grades to the other categories of employees will be limited to two on completion of 8 and 16 years, subject to the existing rules and conditions.

6. Part-time Contingent Employees:

The revised scale of pay of the part-time contingent employees of the Urban Co-operative Banks is shown in Annexure II. Principles of fixation of pay of part-time employees shall be done as suggested in item (3) above.

7. Dearness Allowance:

On merging 40% DA to Basic pay, the Dearness Allowance will be calculated in the revised scale of pay with effect from 01.04.2013 or on the date of option at the rate declared by the State Government in the following manner:

01.04.2013	- 53%
01.07.2013	- 63%
01.01.2014	- 73%
01.07.2014	- 80%

8. House Rent Allowances:

10% of the Revised basic pay subject to maximum of Rs.3000/- per month

9. City Compensatory Allowance:

City Compensatory Allowance at the rates applicable to the State Government employees will continue.

10. Hill Tract Allowance:

Hill Tract Allowance at the rates applicable to the State Government employees will continue.

11. Medical Allowances:

The rate of medical allowances is enhanced to Rs.2750/- per annum.

12. Washing Allowances:

The rate of washing allowance is enhanced to Rs.150/- per month. This allowance is allowed only to employees who wear uniform.

13. Spectacle Allowance:

Spectacle Allowance at the rates applicable to the State Government employees will continue.

14. Risk Allowance:

The existing rate of risk allowance of Rs.200 per month is enhanced to Rs.250/-

per month. The eligibility of this privilege may be restricted to the Cashier/Appraiser and the Key holder.

15. Split Duty Allowance:

The Split duty allowance at the rates shown below will be given to the employees of Urban Co-Operative Banks (Licensed Banks)

Manager/Accountant	Rs.250/-
Junior Clerk/Cashier	Rs.210/-
Peon	Rs.150/-

16. Computer Allowance:

All the employees of Urban Co-operative Banks are generally operating Computer. Hence there is no relevance to grant computer allowance.

17. Option facility:

The option facility to come under the revised scale of pay will be with effect from 01.04.2013 or from the date of option for a period of one year from 31.03.2014 (both days inclusive). Three months time from the date of issue of pay revision order will be allowed for exercising option. Option exercised once will be final.

18. Additional increment for MBA/CAIIB/MCA Holders:

One additional increment shall be allowed on the whole in service to the employees of the Urban Co-Operative Banks (Licensed Banks), who have acquired qualification of MBA/CAIIB/MCA, in the revised scale. This increment will neither to be merged with basic pay nor to be considered for other service benefits.

19. TA/DA, Conveyance Allowance

The employees of Urban Co-operative Banks (including drivers) are eligible for TA/DA and Conveyance Allowance as referred in rules applicable to State Government Employees.

20. The fixation on the revised scale of pay will be done with the concurrence of Executive Committee/Board of Directors of the Urban Co-operative Banks. The pay so revised will be audited and certified by the concurrent auditors of the bank.
21. Any anomalies arising due to erroneous fixation in the previous pay revisions will not be entertained.
22. Any doubts/grievances arising in the pay revision will be cleared by the Registrar of Co-Operative Societies, who in turn will refer the matter to the Government if needed.
23. If any excess D.A is drawn after 31.03.2013 the same shall be deducted from the arrear amount of this Pay Revision.
24. Government are also pleased to accord sanction for implementation of this Pay Revision Orders in the Urban Co-Operative Banks where the benefits of orders in GO(P) No.149/10/Co-Op dated, 18.08.2010 were extended to and are still continue functioning without license from the Reserve Bank of India, if the financial position of the banks are sound enough to allow the revision, and with the approval of the Executive Committee/Board of Directors.

BY ORDER OF THE GOVERNOR

P.VENUGOPAL

Special Secretary to Government

To.

The Registrar of Co-operative Societies, Thiruvananthapuram

The Members of the Pay Revision Committee (with Covering Letter)

All Joint Registrars of Co-Operative Societies (Audit).

All Co-operative Urban Banks (through the Registrar of Co-Operative Societies)

✓ The Information and Public Relations Department

Stock file/Office Copy

Forwarded/by Order

[Signature]
Section Officer

8	Assistant Secretary	11400-350/1-11750-400/5- 13750-450/5-16000-500/5- 18500-550/5-21250-600/5- 24250-650/5-27500 (31)	17050-450/2-17950-500/5- 20450-550/5-23200-600/5- 26200-650/5-29450-700/5- 32950-750/5-36700-800/5- 40700-850/5-44950.
9	Secretary	12950-400/2-13750-450/5- 16000-500/5-18500-550/5- 21250-600/5-24250-650/5- 27500-700/5-31000-750/6- 35500 (38)	19950-550/1-20450-550/5- 23200-600/5-26200-650/5- 29450-700/5-32950-750/5- 36700-800/5-40700-850/5- 44950-900/5-49450-950/5- 54200-1000/5-59200 (51)

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ANNEXURE I

5500-150/5-6250-200/5-7200-250/5-8500-300/5-10000-350/5-
11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250-
600/5-24250-650/5-27500-700/5-31000-750/6-35500-800/5-39500

Revised:- 8200-200/5-9200-250/5-10450-300/5-11950-350/5-13700-400/5-
15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-
650/5-29450-700/5-32950-750/5-36700-800/5-40700-850/5-
44950-900/5-49450-950/5-54200-1000/5-59200-1100/3-62500

Special Grade Urban Banks (Licensed Banks)

Sl No.	Designation	Pre-revised Scale	Revised Scale
1	Peon/Watchman	6450-200/4-7250-250/5- 8500-300/5-10000-350/5- 11750-400/5-13750-450/5- 16000 (29)	9700-250/3-10450-300/5- 11950-350/5-13700-400/5- 15700-450/5-17950-500/5- 20450-550/5-23200-600/5- 26200(38)
2	Attender/Deffedar/Record Keeper/ Driver	6650-200/3-7250-250/5- 8500-300/5-10000-350/5- 11750-400/5-13750-450/5- 16000-500/2-17000 (30)	9950-250/2-10450-300/5- 11950-350/5-13700-400/5- 15700-450/5-17950-500/5- 20450-550/5-23200-600/5- 26200-650/3-28150(40)
3	Junior Clerk/Cashier/Typist/ Appraiser	7250-250/5-8500-300/5- 10000-350/5-11750-400/5- 13750-450/5-16000-500/3- 17500 (28)	11050-300/3-11950-350/5- 13700-400/5-15700-450/5- 17950-500/5-20450-550/5- 23200-600/5-26200-650/4- 28800(37)
4	Senior Clerk/Junior Accountant/Cashier	8250-250/5-8500-300/5- 10000-350/5-11750-400/5- 13750-450/5-16000-500/5- 18500 (26)	12300-350/4-13700-400/5- 15700-450/5-17950- 500/5-20450-550/5-23200- 600/5-26200-650/5-29450- 700/2-30850 (36)
5	Senior Accountant/Head Clerk	10700-350/3-11750-400/5- 13750-450/5-16000-500/5- 18500-550/3-20150 (21)	16150-450/4-17950-500/5- 20450-550/5-23200-600/5- 26200-650/5-29450-700/4- 32250(29)
6	System Administrator	10700-350/3-11750-400/5- 13750-450/5-16000-500/5- 18500-550/3-20150 (21)	16150-450/4-17950-500/5- 20450-550/5-23200-600/5- 26200-650/5-29450-700/4- 32250(29)
7	Branch Manager/Inspector of Branches/Chief Accountant/ Internal Auditor/ Development Officer	11050-350/2-11750-400/5- 13750-450/5-16000-500/5- 18500-550/5-18500-550/5- 21250-600/5-24250-650/3- 26200 (30)	16600-450/3-17950-500/5- 20450-550/5-23200-600/5- 26200-650/5-29450-700/5- 32950-750/5-36700-800/5- 40700-850/3-43250(41)

Class II Urban Banks (Licensed Banks)

SL No.	Designation	Pre-revised Scale	Revised Scale
1	Peon/Watchman	5650-150/4-6250-200/5-7250-250/5-8500-300/5-10000-350/5-11750 (24)	8400-200/4-9200-250/5-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/3-19450(32)
2	Attender/Deffedar/Record Keeper/Driver	5950-150/2-6250-200/5-7250-250/5-8500-300/5-10000-350/5-11750-400/2-12550(24)	9000-200/1-9200-250/5-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/1-21000 (32)
3	Junior Clerk/Cashier/Typist/Appraiser	6850-200/2-7250-250/5-8500-300/5-10000-350/5-11750-400/5-13750-450/5-16000(27)	10200-250/1-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/4-25600(35)
4	Senior Clerk/Junior Accountant/Cashier	7500-250/4-8500-300/5-10000-350/5-11750-400/5-13750-450/5-16000-500/3-17500(27)	11350-300/2-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/4-28800 (36)
5	Senior Accountant/Head Clerk	8250-250/1-300/5-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/1-19050(27)	12300-300-350/4-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/3-31550(37)
8	System Administrator	8250-250/1-300/5-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/1-19050(27)	12300-300-350/4-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/3-31550(37)
6	Branch Manager/Inspector of Branches/Chief Accountant/Internal Auditor/Development Officer	8800-300/4-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250-600/1-21850(30)	13350-350/1-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/4-35950(40)
7	Assistant Secretary	9700-300/1-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250-600/5-24250(31)	14500-400/3-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/5-36700-800/4-39900(42)
9	Secretary	11400-350/1-11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250-600/5-24250-650/5-27500(31)	17050-450/2-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/5-36700-800/5-40700-850/5-44950

Urban Banks (Licensed Banks)

<i>Sl. No.</i>	<i>Designation</i>	<i>Pre-revised Scale</i>	<i>Revised Scale</i>
1	Peon/Watchman	5800-150/3-6250-200/5-7250-250/5-8500-300/5-10000-350/5-11750-400/1-12150(24)	8800-200/2-9200--250/5-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450(32)
2	Attender/Deffedar/Record Keeper/Driver	6450-200/4-7250-250/5-8500-300/5-10000-350/5-11750-400/4-13350(23)	9700-250/3-10450--300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/4-22650(32)
3	Junior Clerk/Cashier/Typist/Appraiser	7050-200/1-7250-250/5-8500-300/5-10000-350/5-11750-400/5-13750-450/4-15550(25)	10750-300/4-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/4-25600(33)
4	Senior Clerk/Junior Accountant/Cashier	7750-250/3-8500-300/5-10000-350/5-11750-400/5-13750-450/5-16000-500/4-18000(25)	11650-300/1-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450(36)
5	Senior Accountant/Head Clerk	9700-300/1-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250-600/5-24250(31)	14500-400/3-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/5-36700-800/4-39900(42)
6	System Administrator	9700-300/1-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250-600/5-24250(31)	14500-400/3-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/5-36700-800/4-39900(42)
7	Branch Manager/Inspector of Branches/Chief Accountant/Internal Auditor/ Development Officer	10350-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250-600/2-22450(27)	15700-450/5--17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/5-36700-800/5-40700(40)
8	Assistant Secretary	11050-350/2-11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250-600/5-24250-650/3-26200(30)	16600-450/3-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/5-36700-800/5-40700-850/2-42400(40)
9	Secretary	12150-400/4-13750-450/5-16000-500/5-18500-550/5-21250-600/5-24250-650/5-27500-700/1-28200(30)	18450-500/4-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/5-36700-800/5-40700-850/5-44950(39)

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Class IV Urban Banks (Licensed Banks)

<i>Sl No.</i>	<i>Designation</i>	<i>Pre-revised Scale</i>	<i>Revised Scale</i>
1	Peon/Watchman	5500-150/5-6250-200/5-7250-250/5-8500-300/5-10000-350/3-11050 (23)	8200-200/5-9200-250/5-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/1-18450 (31)
2	Junior Clerk/Cashier/Typist/Appraiser	6250-200/5-7250-250/5-8500-300/5-10000-350/5-11750-400/3-12950(23)	9450-250/4-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/2-21550.(31)
3	Senior Clerk/Junior Accountant/Cashier	7050-200/1-7250-250/5-8500-300/5-10000-350/5-11750-400/5-13750-450/4-15550(25)	10750-300/4-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/4-25600(33)
4	Senior Accountant/Head Clerk	7500-250/4-8500-300/5-10000-350/5-11750-400/5-13750-450/5-16000-500/2-17000(26)	11350-300/2-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/1-26850.(33)
5	Branch Manager/Inspector of Branches/Chief Accountant/Internal Auditor/ Development Officer	8000-250/2-8500-300/5-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/3-20150(30)	11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950(40)
6	Secretary	9100-300/3-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250-600/3-23050(31)	13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/5-36700-800/1-37500.(41)

Class III Urban Banks (Licensed Banks)

Sl No.	Designation	Pre-revised Scale	Revised Scale
1	Peon/Watchman	5500-150/5-6250-200/5-7250-250/5-8500-300/5-10000-350/4-11400 (24)	8200-200/5-9200-250/5-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/2-18950 (32)
2	Attender/Deffedar/Record Keeper/Driver	5650-150/4-6250-200/5-7250-250/5-8500-300/5-10000-350/5-11750-400/1-12150 (25)	8400-200/4-9200-250/5-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450
3	Junior Clerk/Cashier/Typist/Appraiser	6250-200/5-7250-250/5-8500-300/5-10000-350/5-11750-400/3-12950 (23)	9450-250/4-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200.(34)
4	Senior Clerk/Junior Accountant/Cashier	7050-200/1-7250-250/5-8500-300/5-10000-350/5-11750-400/5-13750-450/4-15550 (25)	10750-300/4-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/4-25600.
5	Senior Accountant/Head Clerk	7500-250/4-8500-300/5-10000-350/5-11750-400/5-13750-450/5-16000-500/3-17500 (27)	11350-300/2-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/3-28150 (35)
6	Branch Manager/Inspector of Branches/Chief Accountant/Internal Auditor/ Development Officer	8500-300/5-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250 (30)	12650-350/3-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/3-35200 (41)
7	Assistant Secretary	9100-300/3-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250-600/3-23050 (31)	13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/5-36700-800/1-37500(41)
8	Secretary	9700-300/1-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250-600/5-24250 (32)	14500-400/3-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/5-36700-800/4-39900(42)

ANNEXURE II

Part-Time Contingent Employees of Licensed Urban Banks

<i>Sl No.</i>	<i>Category of Banks</i>	<i>Pre-revised Scale</i>	<i>Revised Scale</i>
1	Special Grade Urban Banks	3000-90/2-3180-110/2- 3400-130/5-4050-150/6- 4950 (15)	5100-150/6-6000- 160/7- 7120-180/6-8200-200/2 8600
2	Class I Urban Banks	2900-90/2-3080-110/2- 3300-130/5-3950-150/6- 4850 (15)	
3	Class II Urban Banks	2800-90/2-2980-110/2- 3200-130/5-3850-150/6- 4750 (15)	
4	Class III, IV, V Urban Banks	2750-90/2-2930-110/2- 3150-130/5-3800-150/6- 4700 (15)	

Class V Urban Banks (Licensed Banks)

Sl No.	Designation	Pre-revised Scale	Revised Scale
1	Peon/Watchman	5500-150/5-6250-200/5-7250-250/5-8500-300/5-10000-350/2-10700(22)	8200-200/5-9200-250/5-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950
2	Junior Clerk/Cashier/Typist/Appraiser	6100-150/1-6250-200/5-7250-250/5-8500-300/5-10000-350/5-11750-400/1-12150(22)	9200-250/5-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450
3	Senior Clerk/Junior Accountant/Cashier	6650-200/3-7250-250/5-8500-300/5-10000-350/5-11750-400/5-13750-450/2-14650(25)	9950-250/2-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200
4	Senior Accountant/Head Clerk	6850-200/2-7250-250/5-8500-300/5-10000-350/5-11750-400/5-13750-450/5-16000(27)	10200-250/1-10450-300/5-11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/4-25600
5	Branch Manager/Inspector of Branches/Chief Accountant/Internal Auditor/ Development Officer	8000-250/2-8500-300/5-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500(27)	11950-350/5-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/1-30150
6	Secretary	8500-300/5-10000-350/5-11750-400/5-13750-450/5-16000-500/5-18500-550/5-21250(30)	12650-350/3-13700-400/5-15700-450/5-17950-500/5-20450-550/5-23200-600/5-26200-650/5-29450-700/5-32950-750/3-35200