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GOVERNMENT OF KERALA
Abstract

National Institute of Speech and Hearing - Revision of scales of pay and allowances - Orders issued.

SOCIAL JUSTICE (A) DEPARTMENT

G.O (Ms) No. 03/2015/SJD.

Dated, Thiruvananthapuram: 14.01.2015.

- Read:- 1. G.O (P) No. 85/2011/Fin dated 26.02.2011.
2. Letter No. NISH/Pay Rev/SJD/2013 dated 07.11.2013 from the Executive Director,
National Institute for Speech and Hearing.

ORDER

Government are pleased to revise the Scale of Pay of the following posts in National Institute of Speech and Hearing, Thiruvananthapuram, with effect from 01.07.2014 as per G.O read above subject to the conditions noted below:-

<u>Sl. No.</u>	<u>Name of Post</u>	<u>Number of Posts</u>	<u>Existing scale of Pay</u>	<u>Modified scale of Pay</u>
1.	Pre-School Teacher (Senior Grade)	8	8390-13270	16980-31360
2.	Pre-School Teacher (Grade I)	4	7480-11910	14620-25280
3.	Pre-School Teacher (Grade II)	7	6680-10790	13900-24040
4.	Head (Technology)	1	12930-20250	19240-34500
5.	Software Engineer	3	11910-19350	19240-34500
6.	Graphic Artist	1	7990-12930	9940-16580
7.	Assistant	3	4510-7480	9190-15780
8.	Audiologist	8	11070-18450	19240-34500
9.	Psychologist	1	11910-19350	19240-34500
10.	Social Worker	1	7480-11910	13210-22360
11.	Front Office Executive	1	7990-12930	9940-16580
12.	Librarian	1	5930-9830	10480-18300
13.	Ear Mould Technician	1	4990-7990	9940-16580
14.	Associate Professor	1	Consolidated Pay Rs. 65,000/-	36140-49740
15.	Finance Officer	1	Consolidated Pay	19240-34500
16.	Administrative Officer	1	Consolidated Pay	19240-34500
17.	Executive Director	1	37400-67000+AGP of Rs. 10,000/-	

- 1) No posts other than those mentioned in the table above are eligible for pay revision.
- 2) Notwithstanding anything contained in any orders, for the creation of any posts in addition to those mentioned above and also for abolition/upgradation/ downgradation and re-designation of any post, prior Government sanction shall be obtained.

- 3) 64% DA will be treated as merged to the pre-revised scale on 01.07.2014 and the employees of NISH shall be eligible for the remaining DA from 01.07.2014.
- 4) The House Rent Allowance will be paid as per para 13 and notes below para 13 of the G.O read above.
- 5) The City Compensatory Allowance shall be paid as per para 15 of the G.O read above and shall be limited to those working in offices situated in city limits.
- 6) All the rules relating to option, fixation of pay and stagnation increment stipulated in G.O read above shall be followed subject to the condition that, the period of regular service in NISH only shall be reckoned for service weightage.
- 7) No person shall be appointed (whether full time, part time, provisional, temporary, contract or daily wages), without prior Government sanction.
- 8) Extra benefits, if any, being given to employees which are not allowable to State Government Employees shall be stopped while implementing the Pay Revision Order.
- 9) Under no circumstances the Plan grants provided by Government shall be diverted for the administrative expenses including salary expenses of the employees. The detailed item wise expenditure of plan grant should be explicitly specified in annual accounts.
- 10) No benefits other than those mentioned above shall be granted without specific and prior orders from Government. Further orders issued in continuation of the G.O read above shall be applicable to the employees only with concurrence of Government.
- 11) As regards employers contributions towards EPF, the conditions in EPF Act and other orders issued by Government from time to time shall be strictly followed. The employers contribution towards EPF shall be 12% of 6500 (Basic Pay + DA).
- 12) In the case of employees on re-employment, Rule 100 of Part III K.S.R and orders issued by Government from time to time shall be strictly followed.
- 13) All appointments in NISH shall be made only after notification of vacancies and strictly following the recruitment procedures for public appointment. In appointments, the reservation for Scheduled Castes/Scheduled Tribes/ Handicapped and all other eligible categories shall be strictly followed.
- 14) The Executive Director shall furnish a proposal for fixing the staff pattern and formulation of service rule specifying the qualification, method of appointment, nature of duty, promotion policy etc., within six months.

- 15) The Executive Director, who is presently in UGC pay pattern will not be eligible for any benefits of this pay revision.
- 16) In case of any doubt regarding pay scales, fixation etc prior concurrence of Government shall be obtained before arriving at a decision.
- 17) The Executive Director, NISH will be held personally responsible for any deviation in the implementation of the Pay Revision Order.

By order of the Governor
Dr.K.M.ABRAHAM
Additional Chief Secretary

To

The Executive Director, National Institute of Speech and Hearing, Karimanal.P.O.,
Thiruvananthapuram.
The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.
The Accountant General (A&E), Kerala, Thiruvananthapuram.
The Accountant General (DB. Cell), Kerala, Thiruvananthapuram.
The Treasury Officer, District Treasury, Thiruvananthapuram.
Finance Department (Vide U.O.No. PRC3/6/2014-F1 dated 19.09.2014)
General Administration (SC) Department
Information and Public Relations Department, Web & New Media (for uploading
in the web site)
Stock File/Office Copy.

Forwarded / By order,



Section Officer.

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