



GOVERNMENT OF KERALA

**Abstract**

Finance Department - Enhancement of remuneration of daily wage personnel and persons on contract appointment - orders issued.

**FINANCE (EXPENDITURE C) DEPARTMENT**

**G.O. (P) No. 28/2016/Fin**

**Dated, Thiruvananthapuram, 26/02/2016**

- Read :-
1. G.O.(P) No.466/2014/Fin Dated 28/10/2014
  2. G.O.(P) No.175/2015/Fin Dated 14/05/2015
  3. G.O.(P) No.7/2016/Fin Dated 20/01/2016

**ORDER**

As per the Government Orders read 1<sup>st</sup> and 2<sup>nd</sup> above wages of persons engaged on daily wage basis were fixed. As per the Government Order read 3<sup>rd</sup> above orders were issued revising the Pay and Allowances of State Government Employees and teachers. Consequent to this, Government have decided to enhance the remuneration of daily waged/contract employees and to issue certain guidelines for the engagement of daily waged/casual workers/contract personnel in Government Departments, Educational Institutions and Grant in Aid Institutions and following orders are issued.

1. Government and its Grant-in-aid institutions shall as far as possible not engage daily wage or casual workers but have to either report the vacancies to the Public Service Commission or select persons as per the extant special rules or guidelines relating to appointments to any post as specified in various instructions issued earlier. Government Orders restricting appointment by Daily Wages/Contract Pay/Provisional Appointment through Employment Exchange shall continue in force

notwithstanding anything contained in this order.

2. However, in exigencies where Government or Grant-in-aid institutions are compelled to engage persons on daily wages or casual labourers or on contract, their wages/contract pay shall be governed as per the following conditions and the category wise remuneration will be as per the Annexure appended with this order.

3. The appointment of any person on daily wages or on contract does not entitle such person for being regularized in Government service.

4. The persons appointed against the posts specified in the Annexure shall be given daily wages as shown in Column II of the Annexure or if they are on contract, their contract pay will be fixed at an amount not more than what is indicated in Column III of the Annexure, subject to the following conditions:

- i. Such persons on daily wage basis should be engaged only for a period of 179 days at a time. However, in the case of the category of teachers in educational institutions, the persons engaged may be allowed to continue till the end of that academic year.
- ii. In future, wherever inevitable, engagement of any daily wage person/casual labourer/contract staff, shall be done only with the explicit sanction of Government. The proposals for sanction for the appointment in such cases shall contain a certificate to the effect that, the appointment is not against a vacancy of post to which a select list notified as per the Recruitment Rule is in force.
- iii. This order will be applicable to only persons engaged exactly in roles specified in Column I of the Annexure appended. Before any person is paid the daily wages/contract pay as the case may be, the Head of the Institution or such other person duly authorized for the purpose, who engages such person, shall make sure that the person satisfies all the essential qualifications as well as experience (if any) specified in the Special Rules or the rules of the Grant-in-aid institution as the case may be. Any deviation from this will **not** be permitted other than with the

concurrence of Finance Department.

- iv. If any daily wages or contract engagement has been made to any position other than that exactly specified in Column I in the Annexure, then sanction of Government after consultation with Finance Department shall be obtained before fixing the category of that person for the purpose of disbursing daily wages/contract pay.
- v. If any amount is disbursed to daily wage workers/casual labourers/contract employees in deviation from these provisions, then such excess remuneration shall be the personal liability of the officer who makes such appointment and the person disbursing such excess remuneration.
- vi. Attendance certificate and identification certificate of the persons engaged shall be insisted along with the bills drawing wages for daily waged personnel.

5. The daily wage rate and the monthly contract pay will be revised each year with effect from April 1<sup>st</sup>, appropriately taking into account the increase in inflation. Finance Department will issue an order in the month of March every year specifying the revised rates. However it will be the discretion of the Government and shall not be a provision in the contract executed in case of contract appointments.

6. Government may place any person who has worked continuously for 10 years or more as on the date of this order, on a contract for 3 years at a time, if have the opinion that such conversion is essential and in public interest, after verifying that the performance, character and conduct of the person is excellent. However, no person working on daily wages or as casual worker will have any right or claim to be considered for appointment on contract basis, and such appointment shall be solely at the discretion of Government.

7. In the case of daily wage workers, monthly remuneration shall be the multiple of number of days of attendance or total number of working days in a month whichever is less and wage for a day fixed at column II subject to the maximum of the amount fixed at column II of the Annexure. In the case of contract employees, for each number of days of absence other than eligible leave applicable as

per the contractual agreement, 1/30 of the contractual amount shall be deducted.

8. These orders will take effect from 01/04/2016

By Order of the Governor

**Dr. K. M. Abraham**  
Additional Chief Secretary (Finance)

To

The Principal Accountant General (A&E), Kerala, Thiruvananthapuram.

The Principal Accountant General (G&SSA) Kerala, Thiruvananthapuram.

The Accountant General (E&RSA) Kerala, Thiruvananthapuram.

All Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under Secretaries to Government

All Heads of Departments and Officers.

All Departments (All sections) of the Secretariat.

The Secretary, Kerala Public Service Commission (with C.L)

The Registrar, University of Kerala/Cochin/Calicut/M.G/Kannur/Sanskrit (with C.L)

The Registrar, Kerala Agricultural University, Thrissur (with C.L)

Secretary, Kerala State Electricity Board (with C.L)

The General Manager, Kerala State Road Transport Corporation (with C.L)

The Registrar, High Court, Ernakulam (with C.L)

The Private Secretaries to Chief Minister and Other Ministers

The Private Secretaries to Speaker, Deputy Speaker, The Leader of Opposition and Government Chief Whip

Director of Public Relations, Thiruvananthapuram.

The Secretary to Governor.

The Director of Treasuries, Thiruvananthapuram.

All District Treasuries/Sub Treasuries.

The Nodal Officer, [www.finance.kerala.gov.in](http://www.finance.kerala.gov.in)

Forwarded/By Order

  
Accounts Officer



## ANNEXURE

I	II	III
<p style="text-align: center;"><b>Category I</b></p> <p>Office Attendant, Amenities Assistant (MLA Hostel), Waiter/Bearer /Room Attendant/Lascar/ Gardener/Kitchen Helper, Hospitality Assistant, Ploughmen/Bottle Picker/Regular Mazdoor, Permanent Servant, Poultry Attendant (Animal Husbandry), Dhobi, Depot Watcher/Reserve Watcher/Plantation Watcher (Forest), Elephant Mahout/Cavadies (Forest), Field Worker, Cobbler, Dark Room Assistant, Worker/Mason, Dredger Cleaner, Dredger Worker, Dredger Watcher, Village Field Assistant, Camp Follower (Police), Matron, Ayah, Chainman (Survey), Lab Attender, Mortuary Attender, Lift Operator, CT Helper, Hospital Attendant, House Keeper, Nursing Assistant, Power Laundry Helper, Worker (Health), Laundry Man/Women in Health Services Department</p>	<p style="text-align: center;">Daily Wage - Rs. 600/-</p> <p style="text-align: center;">Maximum daily wages payable in a month: Rs. 16200/-</p>	<p style="text-align: center;">Maximum Monthly Contract Pay: Rs.16500/-</p>
<p style="text-align: center;"><b>Category II</b></p> <p>Office Attendant cum Driver, Driver - Motor, Driver - Tractor, Driver - Boat Syrang/Engine Driver /Loco Driver, Chauffeur, Butler, Steward, Part Time Special Teacher (UP School and High School), Laboratory Assistant/Junior Laboratory Assistant in Hospitals, Instructor (pottery, plastic, leather, tailoring, book binding) in Social Justice Department, Junior Instructor (Compositing and Printing, Weaving, Raton, Bookbinding) in Technical Education Department, Electrician, Pump Operator, Welder, Plumber, Turner, Fitter in all Departments.</p>	<p style="text-align: center;">Daily Wage - Rs. 650/-</p> <p style="text-align: center;">Maximum daily wages payable in a month: Rs. 17550/-</p>	<p style="text-align: center;">Maximum Monthly Contract Pay: Rs.18000/-</p>

<p><b>Category III</b></p> <p>Clerk/Clerk cum Accountant/Junior Accountant/Lower Division Typist/Clerk cum Typist/Clerk Typist/Typist Clerk/Data Entry Operator, Roller Driver, Security Guard, Draftsman/Overseer, Ayurveda Therapist, Part Time language Teacher (High School), Treatment Organizer (Health Service Department), Rehabilitation Technician (Health Service Department), Village Assistant (Revenue), Printer/Compositor/Binder (Printing), Junior Instructor (Industrial School) and Tradesman in Technical Education Department, Steward (Tourism), Laboratory Assistant (Higher Secondary School, Vocational Higher Secondary School), Receptionist in Health Services Department, Dialysis Technician, C T Technician, Neuro Technician, OT Technician, Anaesthesia Technician, ECG Technician, EEG Technician, TMT Technician</p>	<p>Daily Wage - Rs. 675/-</p> <p>Maximum daily wages payable in a month: Rs. 18900/-</p>	<p>Maximum Monthly Contract Pay: Rs.19000/-</p>
<p><b>Category IV</b></p> <p>Confidential Assistant /Steno Typist,</p> <p>Computer Assistant in Secretariat, PSC, State Audit Department, Enquiry Commission and Special Judge, Advocate General Office, Vigilance Tribunal, High Court, Universities</p> <p>DTP Operator/Computer Programmer</p> <p>Agriculture Assistant</p> <p>Laboratory Technician (Animal Husbandry)</p> <p>Live Stock Inspector (Animal Husbandry)</p> <p>Pharmacist(Homoeo,Ayurveda), Nurse(Homoeo, Ayurveda)</p> <p>Tracer (Soil Survey)</p>	<p>Daily Wage - Rs. 700/-</p> <p>Maximum daily wages payable in a month: Rs. 19600/-</p>	<p>Maximum Monthly Contract Pay: Rs. 20000/-</p>

<p><b>Category V</b></p> <p>Librarian Statistical Assistant /Statistical Investigator</p> <p>Teacher (Craft), Instructor Work Experience Programme (Upper Primary and Lower Primary School)</p> <p>Assistant Teacher without Special Training, Schools for the Handicapped, Dental Hygienist, Optometrist, Pharmacist, Lab Technician, Radiographer, Blood Bank Technician, Theatre Technician, Junior Public Health Nurse, Junior Health Inspector, Bulldozer Operator (Irrigation), Dredger Operator/Dredger Driver, Assistant (Police SBCID), Literacy Teacher, Nursery Teacher, Craft Instructor, Music Teacher</p> <p>Statistical Assistant, Statistical Investigator Agriculture Instructor, Carpentry Instructor, Weaving Instructor, Drill Instructor, Dance Master, Physical Training Instructor (Social Justice) Surveyor, X ray Technician</p>	<p>Daily Wage - Rs. 750/-</p> <p>Maximum daily wages payable in a month: Rs. 21900/-</p>	<p>Maximum Monthly Contract Pay: Rs. 22000/-</p>
<p><b>Category VI</b></p> <p>Teacher/Instructor /Fishing Technology Assistant/Sewing Mistress/Pandit/Junior Pandit/Drill Master/Drawing Master/Bhagavatar (Upper Primary and Lower Primary Schools) in General Education department.</p> <p>Trade Instructor (Technical Education Department) Instrument Mechanic (Technical Education Department)</p>	<p>Daily Wage - Rs. 850/-</p> <p>Maximum daily wages payable in a month: Rs. 24650/-</p>	<p>Maximum Monthly Contract Pay: Rs. 25200/-</p>
<p><b>Category VII</b></p> <p>Reader (Legislature Secretariat), Reception Assistant in Kerala House Information Assistant (Kerala House)</p> <p>ITI Junior Instructor/ACD Instructor (Industrial Training Department)</p>	<p>Daily Wage - Rs. 900/-</p> <p>Maximum daily wages payable in a month: Rs. 26100/-</p>	<p>Maximum Monthly Contract Pay: Rs. 26500/-</p>

<p><b>Category VIII</b></p> <p>Assistant/Auditor (Secretariat/PSC/State Audit Department/Advocate General Office, High Court, Vigilance Tribunal, Enquiry Commission and Special Judge Universities), Reporter (Legislature Secretariat)</p> <p>Instructors and Specialist Teachers (Secondary Schools)</p> <p>Staff Nurse, Dietician (Health Service Department), Photographer (I&amp;PRD)</p>	<p>Daily Wage - Rs. 975/-</p> <p>Maximum daily wages payable in a month: Rs. 27300/-</p>	<p>Maximum Monthly Contract Pay: Rs. 27800/-</p>
<p><b>Category IX</b></p> <p>Legal Assistant (Law Secretariat)</p> <p>High School Assistant (Secondary School)</p> <p>Assistant Teacher with Special Training Schools for the Handicapped,</p> <p>Instructor (Engineering, Govt. Commercial Institute, Shorthand, Commerce, Secretarial Practice (Technical Education))</p>	<p>Daily Wage - Rs. 975/-</p> <p>Maximum daily wages payable in a month: Rs. 29000/-</p>	<p>Maximum Monthly Contract Pay: Rs.29200/-</p>
<p><b>Category X</b></p> <p>High School Assistant in Schools for Handicapped, Higher Secondary School Teacher (Junior), Vocational Higher Secondary School Teacher (Junior), Non Vocational Higher Secondary School Teacher (Junior), Non Vocational Teacher (GFC)(Max. Number of days allowed for GFC Teacher will be 9 in a month subject to the maximum of ₹ 9000) Micro Biologist, Physiotherapist in Health Services and Medical Education Department</p>	<p>Daily Wage - Rs. 1075/-</p> <p>Maximum daily wages payable in a month: Rs. 32250/-</p>	<p>Maximum Monthly Contract Pay: Rs.32300/-</p>
<p><b>Category XI</b></p> <p>Agriculture Officer (Agri), Veterinary</p>	<p>Daily Wage - Rs. 1300/-</p> <p>Maximum daily</p>	<p>Maximum Monthly Contract Pay: Rs. 39500/-</p>



<p>Surgeon (AH)</p> <p>Analyst (Drugs Control)</p> <p>Higher Secondary School Teacher Senior (Higher Secondary Education Department)</p> <p>Medical Officer (Homoeo), Homoeopathy Department, Medical Officer (Ayurveda, Specialist) Indian System of Medicine Department, Assistant Insurance Medical Officer (Ayurveda/Homoeo), Assistant Engineer (PWD, Irrigation, Harbour Engineering, Agriculture), Non-Engineering Lecturer (Technical Education), Vocational Higher Secondary School Teacher Senior, Non Vocational Higher Secondary School Teacher Senior</p>	<p>wages payable in a month: Rs. 39000/-</p>	
<p><b>Category XII</b></p> <p>Medical Officer in Health Service Department and Insurance Medical Service Departments including General and Specialist</p>	<p>Daily Wage - Rs. 1750/-</p> <p>Maximum daily wages payable in a month: Rs. 50750/-</p>	<p>Maximum Monthly Contract Pay: Rs. 51600/-</p>