



PLANNING AND ECONOMIC AFFAIRS (BPE) DEPARTMENT

**G.O. (Ms.) No. 12/95/Plg., dated, Thiruvananthapuram
15th July 1995.**

- Abstract.- Public Sector Undertakings- Guidelines for wage revision and payment of D.A.-Further Orders issued.
- Read.- 1. G.O.(Ms.) No. 18/93/Plg., dated 14th October 1993.
2. G.O.(Ms.) No. 17/94/Plg., dated 24th October 1994.

ORDER

As per the G.O. read as 1st paper above Government have laid down certain guidelines in respect of the wage/pay revision and payment of D.A. in Public Sector Undertakings. It has been inter alia ordered therein that:-

- (i) Hereinafter no wage revision will be allowed in loss making undertakings.
- (ii) In future, variable D.A. alone shall be given in all Public Sector Undertakings. The variable D.A. will be linked to the 1970 base C.L.I. as applicable to the District in which the unit is situated and the value of neutralization (rate) per point of C.L.I. will be uniform throughout the State and shall be as determined by a Cabinet Sub Committee once in five years.
- (iii) The rates so determined should be applied to all categories of employees who are being given Industrial D.A. on the expiry of the validity period for the existing long term agreement. The employees who are at present getting D.A. as in Government service should also be brought under the scheme of Industrial Variable D.A. at the time when their pay revision is due.
2. The procedure for switch over from Government D.A. to Variable D.A. Scheme and the value of neutralization per point of C.L.I. could not be finalized by Government so far. In the meantime wage revision has fallen due in a number of Public Sector Undertakings which follow Government D.A. rates. The employees of such undertaking which are making profit have demanded wage revision.
3. Government have examined the matter in detail and are pleased to issue the following orders in partial modification to para 3 (iii) of the G.O. read as first paper above.
- (i) The "Cut off" date to introduce the scheme of Industrial Variable D.A. to the Public Sector employees who are at present getting D.A. as in Government shall be 1-1-1995. In such Undertakings where pay revision have fallen due on or before 31-12-1994, the revision shall be allowed retaining the Government D.A. pattern and comparable pay scales as in Government.
- (ii) Once pay revision with Government D.A. is allowed (as per the provisions of sub para (1) above the Variable D.A. Scheme to such employees shall be introduced only at the time of next pay revision; and
- (iii) In respect of those Public Sector Undertakings which are following the Government pattern of pay scales and D.A., the pay revision shall be allowed only on completion of 5 years from the last pay revision.

(By Order of the Governor)
R.C. CHOUDHURY,
Commissioner and Secretary (BPE)