



**GOVERNMENT OF KERALA**

**Abstract**

Local Self Government - Revision of the pay and allowances of employees of Society for Prevention of Cruelty to Animals (SPCA) in accordance with 10th Pay Revision-Orders Issued

---

**LOCAL SELF GOVERNMENT (DB) DEPARTMENT**

**G.O.(Ms)No.154/2019/LSGD Dated,Thiruvananthapuram, 02/12/2019**

---

- Read 1 G.O(P) No. 209/09/AD dated 25.11.2009  
2 G.O(Ms) No. 276/2015/LSGD dated 09.09.2015  
3 G.O(P) No. 7/2016/Fin dated 20.01.2016

**ORDER**

1. As per rule 3(1) of the prevention of cruelty to Animals (Establishment and Regulation of Societies for prevention of cruelty against Animals) Rules 2001, every State Government should form a Society for prevention of cruelty against Animals. Accordingly SPCAs (Society for Prevention of Cruelty to Animals) were formed in all districts in Kerala as per Government Order read as 1st paper above.

2. The benefits of Ninth Pay Revision were sanctioned to the SPCA Employees as per GO read as 2nd paper above, w.e.f 01.07.2009 subject to the conditions that the expenses towards the pay revision shall be met from the Grant-in-Aid to SPCA being released by District Panchayath concerned and Government will not provide any financial assistance on account of this.

3. Government have examined the matter in detail. Since 10<sup>th</sup> Pay revision to State Government employees have come into force as per GO read as 3rd paper above, Government are pleased to revise the pay and allowances of the Society for Prevention of Cruelty to Animals (SPCA) employees w.e.f. 1/7/2014 as per Annexure I of GO(P)No. 7/2016/Fin dated 20.1.2016, subject to the following conditions.

**File No.LSGD-DB2/337/2016-LSGD**

Sl No	Designation	Existing Scale of Pay	Revised scale of pay
1	Senior Inspector	9940-16580	19000-43600
2	Junior Inspector	8730-13540	17000-37500
3	Peon	8500-13210	16500-35700

1) The revised scale of pay will be sanctioned w.e.f.1.7.2014 and the monetary benefit from 1.1.2018. Date of effect of allowances mentioned below at the revised rate should be w.e.f. first date of month in which pay revision is implemented.

2) The following paragraphs of GO(P)No.7/2016/Fin. dated 20.1.2016 may be scrupulously followed while implementing the pay revision.

Rules of Fixation	Annexure II Rule 1-6 except that service weightage will be granted for regular SPCA service only.
Time Bound Higher Grade Allowances	Annexure III
Dearness Allowances	Para 13
House Rent Allowances	Para 14
CCA	Para 16
TA	Para 29

3) No benefits other than those mentioned above will be granted without specific prior orders from the Govt. Further orders issued in continuation of GO(P)No.7/2016/Fin dated 20.1.2016 shall be applicable only with the prior concurrence of Govt.

4) No stepping up of pay will be allowed under any circumstances.

- 5) No appointments (permanent/deputation/temporary/daily waged/provisional) shall be made in the sanctioned posts without the approval of Govt.
- 6) The entire expenditure on the revision of pay and allowances will be met from the Grant-in-Aid fund of District Panchayats and Govt will not provide any financial assistance on account of this.
- 7) Ratio based promotions, upgradation, re-designation or creation of posts shall be done with the formal approval of Government.
- 8) Staff pattern will not be altered without prior approval of Government by way of Government orders.
- 9) The payment of arrears in respect of pay revision shall be decided by Administrative Department/ Secretary of the concerned District Panchayat depending on the financial position.
- 10) All the posts which are vacant for more than one year should be abolished.
- 11) The Secretary, District Panchayats will be held personally liable for any kind of discrepancies found in the implementation of the order.
- 12) Under no circumstances plan grants released by Govt will be diverted for meeting establishment expenditure including salary expenditure. Item-wise expenditure incurred out of Government grants will be specifically noted in the annual account.

(By order of the Governor)  
**SARADA MURALEEDHARAN IAS**  
**PRINCIPAL SECRETARY**

To:

The Director of Panchayath, Thiruvananthapuram.

Secretaries of all District Panchayaths.

The Principal Accountant General (A&E/ Audit), Thiruvananthapuram

~~The~~ Executive Director, Information Kerala Mission, Thiruvananthapuram

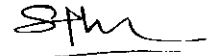
The Finance Department ( Vide DEV-1/388/2016-FIN )

The General Administration (SC) Department

Web & New Media

Stock File / Office Copy

**Forwarded / By Order**

A handwritten signature in black ink, appearing to be 'S. M.', written over a horizontal line.

**Section Officer**