

G.O. MS. 63/67/DD., dated 23rd March 1970.

Sub.—Panchayat Establishment—Reward for good collection work—Payment of—Comprehensive orders—Issued.

- Read.*—1. G.O. MS. 513/62/DD., dated 20th June 1962.
2. G.O. MS. 411/63/DD., dated 23rd April 1963
3. Government Memo No. 9994/K1/65/A and RDD., dated 3rd April 1965.
4. G.O. MS. 203/69/DD., dated 17th June 1969
5. Letter No. PE2-24149/68, dated 24th July 1969 from the Director of Panchayats.
6. Memorandum No. 23/69, dated 7th November 1969 from the General Secretary, Kerala Panchayat Employee's Association.
7. Examiner of Local Fund Accounts No. LF. 6515/R3/69, dated 12th August 1969.

In the G.O. read as first paper payment of incentive awards was sanctioned to the collection staff in Panchayats at the following rates:—

1. One full month's pay to the Bill Collectors who collect 100 per cent of the demand entrusted to them.
2. Half month's pay to Bill Collectors who collect less than 100 per cent but not less than 95 per cent of the demand entrusted to them.

1. In the G.O. read as second paper it was ordered that the above scheme of rewards will be applicable to Bill Collector-cum-Peons and Panchayat Assistants who are responsible for collection work in Panchayats where there are no Bill Collectors.

2. In Government Memo read as third paper it was clarified that the reward amounting to one month's pay of the Bill Collector-cum-Peons may be sanctioned by the Deputy Director of Panchayats concerned and the same may be paid to the Bill Collector-cum-Peon and the Panchayat Assistant, in proportion to the total amount collected by each during the year.

3. Recently, in G.O. MS. 208/69/DD., dated 17th June 1969, permissive sanction was issued to the Panchayats for payment of reward of an amount not exceeding 50 per cent of the basic pay for a month to the Executive Officers for 100 per cent collection of the demands of the Panchayat, subject to the condition that no share of the reward will be met by Government.

4. The Director of Panchayats in his letter read as fifth paper has suggested, that where one subordinate has collected 100 per cent of the demand entrusted to him and there are more than one Bill Collector or Bill Collector-cum-Peon, the subordinate should be given the reward for 100 per cent collection. He has suggested that the benefit of reward may be extended to Peons also, because they are to serve notices in all the wards. The Director of Panchayats has accordingly recommended to Government that consolidated orders may be issued in this regard.

5. Government have examined the question in detail and they are pleased to issue the following consolidated orders in the matter.

(i) The executive officers will be eligible for a reward of 50 per cent of their monthly basic pay if the total collection of the Panchayat for a year is 100 per cent of the demand.

(ii) The Panchayat Assistant will be given one month's basic pay if there is 100 per cent collection and 50 per cent of the monthly basic pay if the collection for the year is 95 to 99 per cent of the demand, and if there is no Bill Collector in the Panchayat.

(iii) Bill Collectors and Bill Collector-cum-Peons, will be paid one month's basic pay if there is 100 per cent collection and 50 per cent of the monthly basic pay if the collection is 95 to 99 per cent of the demand entrusted to them.

(iv) Peons entrusted to the service of notices and bills will be paid reward as in (3) above if the collection is to the extent indicated above of the total demands of the Panchayats.