



GOVERNMENT OF KERALA

Abstract

Information Kerala Mission (IKM) – revision of remuneration of the project staff-sanctioned – Orders issued

G.O. (MS) No.320/08/LSGD Thiruvananthapuram, dated 3-12-2008

- Read
1. G.O. (Rt) No. 3865/08/LSGD dated 3.11.2008
 2. G.O. (Rt) No. 3866/08/LSGD dated 3.11.2008
 3. G.O. (Rt) No. 3867/08/LSGD dated 3.11.2008
 4. Minutes of the 11th meeting of Executive Committee of IKM on 10 October 2007
 5. Report of the Centre for Management Development (April 2008)
 6. Minutes of the 17th meeting of Executive Committee of IKM on 3 May 2008
 7. Letter No. IKM/ECD/22/08 dated 19.05.2008 from the Executive Chairman and Director, IKM

ORDER

As per the reference read as 4 above, the Executive Committee (EC) of Information Kerala Mission (IKM) had entrusted the Centre for Management Development (CMD) to rationalise the pay structure in IKM, in view of the skilled personnel in IKM leaving the organisation disenchanted with the poor pay package and service conditions. The CMD had submitted the report read as 5 above, which was approved by the EC of IKM as per reference read as 6 above.

2. The report of the CMD recommends rationalisation of the designations and pay structures commensurate with the basic qualification and length of service in IKM. The reclassification and pay restructuring is for the 440 staff members in IKM. The activities taken up by IKM are now at a crucial phase where the services of the skilled technical hands are inevitable to complete and sustain the process.

3. In these circumstances, the Government are pleased to order as follows:

- a. The rationalisation of the designations as suggested in the report of CMD and summarised as in Annexure 1 to this G.O. is approved.

- b. The revision in remuneration as indicated in Annexure I is approved for technical staff alone.
- c. The revision in remuneration for employees in Corporate Management Administration at Head Office shall be taken up separately in consultation with the Finance Department after restructuring of Head Office
- d. The technical staff eligible for revision of remuneration as mentioned above will also be eligible for
 - i. Fitment benefit @ 5% of the base pay for every year of service in IKM
 - ii. Annual increment @ 5% of the gross pay
 - iii. Personal pay to protect pay being drawn currently and no other allowances.
- e. The technical staff eligible for revision of remuneration as mentioned above will be eligible for upgradation to the next higher consolidated emolument after completion of stipulated service (and as per other eligibility conditions of IKM).
- f. If the benefit on revision for an employee is less than Rs:500/-only that gap need be filled, and such amount shall be factored as personal pay.
- g. The preferential remuneration for software personnel shall be decided in consultation with Finance Department after formulating roadmap and the need assessed. In general Government agrees to the proposal for preferential pay for software personnel.
- h. A 10% enhancement in consolidated pay of Consultants/ Resource Persons can be given irrespective of their length of service in IKM.
- i. For the section of Junior Technical Assistants posted outside headquarters drawing a consolidated pay of Rs.3500 per month and other allowances, the current pay will be treated as Rs.6500 per month while effecting the revision of remuneration. They will be paid no allowance to cover food & rent expenses after revision. The maximum amount on fitment will be limited to Rs.7300/- (considering fitment of other employees of similar qualification and experience), but the additional benefit of Rs.500/- to ensure minimum benefit shall be given only subject to principle mentioned at para 3(f) above.

3. Personnel on deputation to IKM will get only emoluments as they are eligible in their parent department/ organisation.
4. The revision as suggested above shall be implemented with retrospective effect from 1.11.2007.
5. No posts shall be created or remuneration revised in IKM in the future without the prior concurrence of the Government.
6. The pay revision approved above will be implemented only after taking a decision on charging Local Self Government Institutions for the services rendered by IKM as proposed by the Executive Chairman & Director.

BY ORDER OF THE GOVERNOR

D. RADHAKRISHNAN

Joint Secretary to Government

To

The Executive Chairman & Director, IKM

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

The Director, Local Fund Audit, Vikas Bhavan, Thiruvananthapuram

The Finance Department

The Private Secretary to the Minister (Local Self Government)

The PA to the Principal Secretary, Local Self Government Department

SF/OC

Forwarded/By order



Section Officer

Annexure I
Revised designation and remuneration
Technical

S/N	Present designation	Present pay	Proposed designation	Minimum qualification	Experience as on 1.11.2007 (Cumulative)	Proposed base pay
1.	Data Entry Operator, Project Associate	4200 to 6200	Junior Technical Assistant	SSLC & III, Pre-degree, Pre-degree & III/ Certificate Course	0-2 yrs	4500
2.	Jr. Technical Asst. Programmer Trainee	3500 to 4500	Technical Assistant	Technical Diploma, Degree SSLC & III, Pre-degree, Pre-degree & III/ Certificate Course	0-2 yrs 3 yrs-5 yrs	5500
3.	Jr. Technical Asst. Technical Assistant I, Sr. Technical Assistant Project Associate I, Sr. Project Associate I, Sr. Project Associate III, Programmer II	3500 to 3700	Junior Technical Officer	PG/PGDCA Technical Diploma, Degree SSLC & III, Pre-degree, Pre-degree & III/ Certificate Course	0-2 yrs 3 yrs-5 yrs Above 5 yrs.	7500
4.	Project Associate II, Sr. Project Associate Engineer, Senior Programmer, Jr. Programmer / Programmer Programmer II/ Trainer II	7300 to 13200	Technical Officer	B.Tech., MCA, M.Sc (CS), MBA PG/PGDCA Technical Diploma, Degree	0-2 yrs 3 yrs-5 yrs 6 yrs-8 yrs	9000
5.	Senior Programmer II, Engineer I		Senior Technical Officer	B.Tech, MCA, M.Sc (CS), MBA PG/PGDCA Technical Diploma, Degree	3-5 yrs 6 yrs-8 yrs Above 8 yrs	11000
6.			Manager (Technical)	B.Tech, MCA, M.Sc (CS), MBA PG/PGDCA	Above 5 yrs Above 8 yrs	13000

Non-Technical

S/N	Present designation	Present pay	Proposed designation	Qualification	Experience as on 1.11.2007 (Cumulative)	Proposed base pay
1.	Messenger	4800 to 5000	Last Grade/ Messenger	SSLC	Nil	4000
2.	Skilled Assistant Data Entry Operator	4500	Junior Assistant	SSLC & ITI, Pre-degree, Pre-degree & ITI/ Certificate Course	0-2 yrs	4500
3.	Skilled Assistant Skilled Assistant I Senior Skilled Assistant	5100 to 6000	Assistant	SSLC & ITI, Pre-degree, Pre-degree & ITI/ Certificate Course	3-5 yrs	5500
				Degree, Diploma	0-2 yrs	
4.	Skilled Assistant II	5100 to 6100	Senior Assistant	SSLC & ITI, Pre-degree, Pre-degree & ITI/ Certificate Course	6-8 yrs	7500
				Degree, diploma	3 yrs-5 yrs	
				PG	0-2 yrs	
5.	Manager I	7000 to 7500	Assistant Manager	SSLC & ITI, Pre-degree, Pre- degree & ITI/ Certificate Course	Above 8 yrs	9000
				Degree, Diploma	6-8 yrs	
				PG	3-5 yrs	
				MBA	0-2 yrs	
6.			Manager	Degree, Diploma	Above 8 yrs	11000
				PG	Above 5 yrs	
				MBA	3-5 yrs	
7.	Manager II	10600	Senior Manager	MBA	Above 5 yrs	13000