

**Scale of pay of employees working in Public Works Department**  
**as per G.O.(P)No.27/2021/Fin dated 10/02/2021**

**A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY**

|   | <b>Name of Post</b>  | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|--|------------------------------|-----------------------------|
|   | Chief Engineer   | 93000-120000                 | 129300-166800               |
|   | Deputy Chief Engineer / Superintending Engineer/ Director  | 85000-117600                 | 118100-163400               |
|   | Executive Engineer (HG)/ Joint Director (HG)/Executive Engineer General (HG)/ Senior Structural Engineer (HG)/ Senior Bridge Engineer (HG)/ Senior Highway Engineer(HG)/ Senior Geotechnical Engineer(HG)/ Senior Environmental Engineer(HG)             | 77400-115200                 | 107800-160000               |
| a | Executive Engineer / Joint Director/Executive Engineer General/ Senior Structural Engineer/ Senior Bridge Engineer/ Senior Highway Engineer/ Senior Geotechnical Engineer/ Senior Environmental Engineer   | 68700-110400                 | 95600-153200                |
|   | Assistant Executive Engineer (HG)/ Deputy Director( HG)/ Assistant Executive Engineer (Technical)(HG) / Structural Engineer(HG)/ Bridge Engineer(HG)/ Highway Engineer(HG)/ Geotechnical Engineer(HG)/ Environmental Engineer(HG)/ Material Engineer(HG) | 45800-89000                  | 63700-123700                |

|   | Name of Post   | Existing Scale of Pay | Revised Scale of Pay |
|---|--|-----------------------|----------------------|
| b | Assistant Executive Engineer / Deputy Director/ Assistant Executive Engineer (Technical)/ Structural Engineer/ Bridge Engineer/ Highway Engineer/ Geotechnical Engineer/ Environmental Engineer/ Material Engineer   | 42500-87000           | 59300-120900         |
|   | Assistant Engineer / Assistant Director/ Assistant Structural Engineer/ Assistant Bridge Engineer/ Assistant Highway Engineer/ Assistant Geotechnical Engineer/ Assistant Electrical Design Engineer/ Assistant Plumbing Design Engineer/ Assistant HVAC Engineer/ Assistant Material Engineer/ Assistant Traffic Engineer | 39500-83000           | 55200-115300         |
|   | System Programmer  | 35700-75600           | 50200-105300         |
|   | Draftsman Grade I / Overseer Grade I   | 26500-56700           | 37400-79000          |
|   | Research Assistant   | 26500-56700           | 37400-79000          |
|   | Foreman  | 26500-56700           | 37400-79000          |
|   | Scientific Assistant   | 26500-56700           | 37400-79000          |
|   | Draftsman Grade II / Overseer Grade II   | 22200-48000           | 31100-66800          |
|   | Overseer Grade III/ Tracer   | 19000-43600           | 26500-60700          |
|   | <b>Architectural Wing</b>  |                       |                      |
|   | Chief Architect  | 93000-120000          | 129300-166800        |
|   | Deputy Chief Architect   | 85000-117600          | 118100-163400        |
|   | Senior Architect (HG)  | 77400-115200          | 107800-160000        |
| a | Senior Architect   | 68700-110400          | 95600-153200         |
| b | Deputy Architect (HG)  | 45800-89000           | 63700-123700         |

|   | <b>Name of Post</b>                                    | <b>Existing Scale of Pay</b> | <b>Revised Scale of Pay</b> |
|---|--|------------------------------|-----------------------------|
|   | Technical Assistant (Architecture)(HG)                 | 45800-89000                  | 63700-123700                |
| b | Deputy Architect                                       | 40500-85000                  | 56500-118100                |
|   | Technical Assistant (Architecture)                     | 40500-85000                  | 56500-118100                |
|   | Architectural Assistant                                | 39500-83000                  | 55200-115300                |
|   | Architectural Draftsman Grade I                        | 26500-56700                  | 37400-79000                 |
|   | Architectural Draftsman Grade II                       | 22200-48000                  | 31100-66800                 |
|   | Architectural Draftsman Grade III                      | 19000-43600                  | 26500-60700                 |
|   | <b>Electrical &amp; Electronics Wing</b>               |                              |                             |
|   | Chief Electrical Engineer                              | 85000-117600                 | 118100-163400               |
|   | Executive Engineer (HG)                                | 77400-115200                 | 107800-160000               |
| a | Exe.Engineer ( Elec/ Electronics)                      | 68700-110400                 | 95600-153200                |
|   | Assistant Executive Engineer (HG)                      | 45800-89000                  | 63700-123700                |
| b | Assistant Executive Engineer (Electrical/ Electronics) | 42500-87000                  | 59300-120900                |
|   | Assistant Engineer (Electrical/ Electronics)           | 39500-83000                  | 55200-115300                |
|   | Draftsman Grade I / Overseer Grade I                   | 26500-56700                  | 37400-79000                 |
|   | Engineering Assistant (Electronics)                    | 26500-56700                  | 37400-79000                 |
|   | Refrigerator Mechanic/Generator Mechanic               | 26500-56700                  | 37400-79000                 |
|   | Draftsman Grade II/ Overseer Grade II                  | 22200-48000                  | 31100-66800                 |
|   | Lineman  | 19000-43600                  | 26500-60700                 |
|   | <b>Rest House Staff</b>                                |                              |                             |
|   | Manager Grade I  | 30700-65400                  | 43400-91200                 |
|   | Manager Grade II                                       | 19000-43600                  | 26500-60700                 |
|   | Caretaker  | 17500-39500                  | 24400-55200                 |

|   | Name of Post                         | Existing Scale of Pay | Revised Scale of Pay |
|---|--------------------------------------|-----------------------|----------------------|
|   | Butler                               | 17000-37500           | 23700-52600          |
|   | Maity                                | 16500-35700           | 23000-50200          |
|   | Dhoby                                | 16500-35700           | 23000-50200          |
|   | Cook                                 | 16500-35700           | 23000-50200          |
|   | Rest House Attender                  | 16500-35700           | 23000-50200          |
| c | <b>Mechanical Wing</b>               |                       |                      |
|   | <b>Miscellaneous staff</b>           |                       |                      |
|   | Plumbing Inspector                   | 22200-48000           | 31100-66800          |
|   | Fitter                               | 18000-41500           | 25100-57900          |
|   | Assistant Pump Operator              | 17500-39500           | 24400-55200          |
|   | Ferryman                             | 17500-39500           | 24400-55200          |
|   | Skilled Worker                       | 17500-39500           | 24400-55200          |
|   | Head Gardener                        | 17500-39500           | 24400-55200          |
|   | Gardener                             | 17000-37500           | 23700-52600          |
|   | Watchman cum Cook/ Cook cum Watchman | 17000-37500           | 23700-52600          |
|   | Worker Grade I                       | 17000-37500           | 23700-52600          |
|   | Worker Grade II                      | 16500-35700           | 23000-50200          |
|   | Lascar                               | 16500-35700           | 23000-50200          |
|   | Watcher cum Gardener                 | 16500-35700           | 23000-50200          |
|   | Full-Time Sweeper/ Scavenger         | 16500-35700           | 23000-50200          |
|   | Sweeper cum Cleaner                  | 16500-35700           | 23000-50200          |

- a 25% Higher Grade will continue.
- b Existing 1/3rd HG will continue.
- c Administrative Control of Mechanical wing is under Irrigation department and the posts have been placed under the schedule of Irrigation Department.

#### Posts held by Personnel of other Departments

|  | Name of Post                  | Existing Scale of Pay | Revised Scale of Pay |
|--|-------------------------------|-----------------------|----------------------|
|  | Senior Administrative Officer | As in PD              | As in PD             |
|  | Senior Finance Officer        | As in PD              | As in PD             |
|  | Financial Assistant           | As in PD              | As in PD             |

|  |  |          |          |
|--|--|----------|----------|
|  | Divisional Accounts Officer                                    | As in PD | As in PD |
|  | Assistant Geologist  | As in PD | As in PD |
|  | Research Officer   | As in PD | As in PD |
|  | Statistical Investigator Gr I/<br>Statistical Assistant Gr I   | As in PD | As in PD |
|  | Statistical Investigator Gr II/<br>Statistical Assistant Gr II | As in PD | As in PD |

## B. ALLOWANCES

### (1) Special Allowance

| Category  | Rate per month (₹) |
|---|--------------------|
| Lift Operator   | 140                |
| <b>(Design, Research, Investigation and Quality Control Board)</b>                    |                    |
| Chief Engineer  | 880                |
| Superintending Engineer (Director)  | 660                |
| Executive Engineer (Joint Director)   | 660                |
| Assistant Executive Engineer(Deputy Director)   | 550                |
| Assistant Engineer (Assistant Director)   | 550                |
| All Technical Staff other than Engineers (Draftsman, Tracer, Research Assistant etc.) | 390                |
| Manager Gr.II of Rest Houses  | 220                |
| Rain Coat Allowance to Ferryman <b>per year</b>                                       | 330                |

### (2) Compensatory Allowance

| Category                       | Rate per month (₹) |
|--------------------------------|--------------------|
| Ferry Man                      | 220                |
| Watchman in the PWD Rest House | 110                |

### (3) Uniform Allowance

| Category      | Rate per Annum (₹) |
|---------------|--------------------|
| Lift Operator | 2700               |
| Ferryman      | 2700               |

**SCHEDULE OF POSTS WITH EXISTING & REVISED  
SCALES OF PAY AND ALLOWANCES -  
COMMON CATEGORY**

## COMMON CATEGORY

## A. CATEGORIES OF POSTS WITH THE EXISTING AND REVISED SCALES OF PAY

|   | Name of Post                           | Existing Scale of Pay | Revised Scale of Pay |
|---|--|-----------------------|----------------------|
|   | Senior Finance Officer (HG)            | 77400-115200          | 107800-160000        |
| a | Senior Finance Officer                 | 68700-110400          | 95600-153200         |
|   | Finance officer (HG)                   | 55350-101400          | 77200-140500         |
| a | Finance Officer                        | 45800-89000           | 63700-123700         |
|   | Financial Assistant / Accounts Officer | 42500-87000           | 59300-120900         |
|   | Senior Administrative Officer (HG)     | 77400-115200          | 107800-160000        |
| a | Senior Administrative Officer          | 68700-110400          | 95600-153200         |
|   | Administrative Officer (HG)            | 55350-101400          | 77200-140500         |
| a | Administrative Officer                 | 45800-89000           | 63700-123700         |
|   | Administrative Assistant               | 42500-87000           | 59300-120900         |
|   | Divisional Accounts Officer (HG)       | 39500-83000           | 55200-115300         |
| b | Divisional Accounts Officer            | 35700-75600           | 50200-105300         |
|   | Senior Superintendent (HG)             | 40500-85000           | 56500-118100         |
| c | Senior Superintendent                  | 36600-79200           | 51400-110300         |
|   | Junior Superintendent (HG)             | 35700-75600           | 50200-105300         |
| a | Junior Superintendent                  | 30700-65400           | 43400-91200          |
|   | Fair Copy Superintendent (HG)          | 35700-75600           | 50200-105300         |
| a | Fair Copy Superintendent               | 30700-65400           | 43400-91200          |
|   | Head Clerk/Head Accountant             | 27800-59400           | 39300-83000          |
|   | Senior Clerk                           | 25200-54000           | 35600-75400          |
|   | Upper Division Accountant              | 25200-54000           | 35600-75400          |
|   | Store Clerk                            | 25200-54000           | 35600-75400          |
|   | Senior Store Keeper                    | 25200-54000           | 35600-75400          |
| e | Sergeant Senior Grade                  | 26500-56700           | 37400-79000          |
|   | Sergeant Grade I                       | 25200-54000           | 35600-75400          |
|   | Sergeant Grade II                      | 22200-48000           | 31100-66800          |

|   | Name of Post  | Existing Scale of Pay | Revised Scale of Pay |
|---|---|-----------------------|----------------------|
| f | Clerk   | 19000-43600           | 26500-60700          |
|   | Store cum Record Keeper                                 | 19000-43600           | 26500-60700          |
|   | Record Keeper   | 19000-43600           | 26500-60700          |
|   | Copyist   | 19000-43600           | 26500-60700          |
|   | Store Keeper  | 19000-43600           | 26500-60700          |
| g | Confidential Assistant Selection Grade                  | 39500-83000           | 55200-115300         |
|   | Confidential Assistant Senior Grade                     | 30700-65400           | 43400-91200          |
|   | Confidential Assistant Grade I / Steno Typist Grade I   | 27800-59400           | 39300-83000          |
|   | Confidential Assistant Grade II / Steno Typist Grade II | 20000-45800           | 27900-63700          |
| h | Typist Selection Grade                                  | 27800-59400           | 39300-83000          |
|   | Typist Senior Grade                                     | 26500-56700           | 37400-79000          |
|   | Upper Division Typist                                   | 25200-54000           | 35600-75400          |
|   | Lower Division Typist                                   | 19000-43600           | 26500-60700          |
|   | Clerk cum Typist  | 19000-43600           | 26500-60700          |
|   | Clerk Typist  | 19000-43600           | 26500-60700          |
|   | Typist Clerk  | 19000-43600           | 26500-60700          |
| i | Driver Selection Grade                                  | 27800-59400           | 39300-83000          |
|   | Driver Senior Grade                                     | 22200-48000           | 31100-66800          |
|   | Driver Grade I  | 20000-45800           | 27900-63700          |
|   | Driver Grade II   | 18000-41500           | 25100-57900          |
|   | Binder Grade I  | 19000-43600           | 26500-60700          |
| j | Binder Grade II   | 17500-39500           | 24400-55200          |
|   | Driver cum Operator / Projectionist                     | 20000-45800           | 27900-63700          |
|   | Cinema Operator/Projectionist Grade I                   | 19000-43600           | 26500-60700          |
| j | Cinema Operator/Projectionist Grade II                  | 17500-39500           | 24400-55200          |
|   | Audio Visual Trailer Operator Grade I                   | 19000-43600           | 26500-60700          |
| j | Audio Visual Trailer Operator Grade II                  | 17500-39500           | 24400-55200          |
|   | Chief Operator (Audio Visual)                           | 25200-54000           | 35600-75400          |
|   | Artist/Photographer/Artist Cum Photographer             | 27800-59400           | 39300-83000          |

|   | Name of Post  | Existing Scale of Pay | Revised Scale of Pay |
|---|---|-----------------------|----------------------|
|   | Artist/Photographer/ Artist Cum Photographer                      | 25200-54000           | 35600-75400          |
|   | Artist/Photographer/ Artist Cum Photographer and similar category | 19000-43600           | 26500-60700          |
|   | Attender Grade I  | 17500-39500           | 24400-55200          |
|   | Clerical Attender/Technical Attender Grade I                      | 17500-39500           | 24400-55200          |
|   | Clerical Assistant Grade I  | 17500-39500           | 24400-55200          |
| d | Clerical Assistant Grade II                                       | 17000-37500           | 23700-52600          |
| j | Attender Grade II   | 17000-37500           | 23700-52600          |
| j | Clerical Attender /Technical Attender Grade II                    | 17000-37500           | 23700-52600          |
|   | <b>COMMON POOL LIBRARIANS</b>                                     |                       |                      |
|   | Special Grade Librarian   | 60900-103600          | 85000-143600         |
|   | Scientific Information Officer                                    | 55350-101400          | 77200-140500         |
|   | Senior Librarian  | 45800-89000           | 63700-123700         |
| k | Librarian Grade I   | 40500-85000           | 56500-118100         |
|   | Librarian Grade II  | 35700-75600           | 50200-105300         |
|   | Librarian Grade III   | 30700-65400           | 43400-91200          |
|   | Librarian Grade IV  | 22200-48000           | 31100-66800          |
|   | <b>MISCELLANEOUS CATEGORIES</b>                                   |                       |                      |
|   | Telephone Operator  | 18000-41500           | 25100-57900          |
|   | Telephone Attendant   | 17500-39500           | 24400-55200          |
|   | Roller Driver Grade I   | 22200-48000           | 31100-66800          |
|   | Roller Driver Grade II  | 19000-43600           | 26500-60700          |
|   | Roller Driver/ Assistant Roller Driver                            | 18000-41500           | 25100-57900          |
|   | Roller Cleaner  | 18000-41500           | 25100-57900          |
|   | Lorry Cleaner   | 17000-37500           | 23700-52600          |
|   | Oil Engine Driver   | 18000-41500           | 25100-57900          |
|   | Driver cum Mechanic/Driver Mechanic                               | 18000-41500           | 25100-57900          |
|   | Workshop Mechanic/Motor Mechanic/Fitter                           | 18000-41500           | 25100-57900          |
|   | Motor Boat Driver Grade I   | 20000-45800           | 27900-63700          |
| l | Motor Boat Driver Grade II  | 18000-41500           | 25100-57900          |

|   | Name of Post                                       | Existing Scale of Pay | Revised Scale of Pay |
|---|--|-----------------------|----------------------|
|   | Tractor Driver/Boat Driver/Syrang Grade I          | 20000-45800           | 27900-63700          |
| 1 | Tractor Driver/Boat Driver/Syrang Grade II         | 18000-41500           | 25100-57900          |
|   | Carpenter  | 18000-41500           | 25100-57900          |
|   | Electrician  | 18000-41500           | 25100-57900          |
|   | Plumber  | 18000-41500           | 25100-57900          |
|   | Mechanic   | 18000-41500           | 25100-57900          |
|   | Lift Operator (HG)                                 | 19000-43600           | 26500-60700          |
| j | Lift Operator                                      | 18000-41500           | 25100-57900          |
|   | Stencil Operator/Roneo Operator/Duplicate Operator | 17500-39500           | 24400-55200          |
|   | Duffedar (HG)                                      | 17500-39500           | 24400-55200          |
| j | Duffedar   | 17000-37500           | 23700-52600          |
|   | Cook (HG)  | 17500-39500           | 24400-55200          |
| j | Cook   | 16500-35700           | 23000-50200          |
|   | Mochee   | 17000-37500           | 23700-52600          |
|   | Office Attendant Grade I                           | 17000-37500           | 23700-52600          |
| j | Office Attendant Grade II                          | 16500-35700           | 23000-50200          |

- a 1/3<sup>rd</sup> HG will continue
- b 50% HG will continue
- c 25% HG will continue
- d Ratio 1:1 will be allowed between Grade II and Grade I
- e Ratio 5:3:2 among Sergeant Grade II, Grade I and Senior Grade will continue
- f The existing ratio 1:1 between Clerk and Senior Clerk will continue
- g Ratio 1:1:1:1 among Grade II, Grade I, Senior Grade and Selection Grade will continue
- h Ratio 1:1:1:1 among Lower Division Typist, Upper Division Typist, Typist Senior Grade and Typist Selection Grade will continue
- i Ratio among Grade II, Grade I and Senior Grade Driver will be 1:1:1. 10% of Senior Grade will be on Selection Grade
- j Existing Ratio 2:1 will continue
- k Those who come under UGC scheme will be given UGC scale.
- l Ratio 1:1 between Grade II and Grade I will continue

## B. ALLOWANCES

### (1) Special Allowance

| Category  | Rate per month(₹) |
|---|-------------------|
| Confidential Assistant to:  |                   |
| • Chairman, KPSC  |                   |
| • Advocate General  |                   |
| • Principal Secretaries, Secretaries and Special Secretaries (IAS) to Govt. |                   |
| • Commissioner of Commercial Taxes  |                   |
| • Commissioner of Land Revenue  |                   |
| • Commissioner of Civil Supplies  |                   |
| • Commissioner of Excise  |                   |
| • Director of General Education   |                   |
| • Director of Agriculture   | 610               |
| • Head of Forest Force  |                   |
| • Enquiry Commissioner and Special Judges                                   |                   |
| • Director of Health Services   |                   |
| • Director of Medical Education   |                   |
| • Transport Commissioner  |                   |
| • State Police Chief  |                   |
| • Chief Engineer (PWD) Administration, Irrigation Administration)           |                   |
| • District Collectors   |                   |
| • District Judges   |                   |
| Driver attached to the above Officers                                       | 440               |
| Office Attendant, Duffedar attached to the above Officers                   | 360               |
| Confidential Assistant of:  |                   |
| • Members, KPSC   |                   |
| • Additional Director General of Police                                     | 440               |

| Category  | Rate per month( ₹ ) |
|---|---------------------|
| Confidential Assistant of: <ul style="list-style-type: none"> <li>Additional Advocate General</li> <li>Other Heads of Departments</li> <li>Superintendents of Police and Higher Ranked Police Officers of and including the level of Inspector General of Police</li> <li>DIG (Vig.) Legal Advisor (Vig.), Public Prosecutors (Vig.), Additional Director of Prosecution (Vig)</li> </ul> | 220                 |
| Office Attendant / Duffedars attached to the above Officers   | 140                 |
| Drivers including Motor Boat Driver, Boat Driver and Syrang, Tractor Driver, Roller Driver and Assistant Driver   | 220                 |
| Drivers in charge of Heavy Duty Vehicles, the unladen weight of which exceeds 12000 Kgs   | 280                 |
| Senior most Typist working as Fair Copy Superintendent in an office having 4 or 5 Typists   | 140                 |
| Office Attendant doing work as Night Watcher  | 350                 |
| <b>Secret Section</b>   |                     |
| Superintendent  | 150                 |
| Clerk/Typist  | 140                 |
| Office Attendant  | 110                 |

### (1) Compensatory Allowance

| Category   | Rate per month (₹) |
|--|--------------------|
| Cook   | 140                |
| Office Attendant / Attender/ Typist/ Confidential Assistant (operating photocopiers) | 110                |

### (2) Uniform Allowance

| Category | Rate per annum (₹) |
|----------|--------------------|
| Driver   | 2700               |