

**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

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	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
	Architectural Wing		
	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

	Name of Post	Existing Scale of Pay	Revised Scale of Pay
	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
	Electrical & Electronics Wing		
	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
	Rest House Staff		
	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	Mechanical Wing		
	Miscellaneous staff		
	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/ Statistical Assistant Gr I	As in PD	As in PD
	Statistical Investigator Gr II/ Statistical Assistant Gr II	As in PD	As in PD

B. ALLOWANCES

(1) Special Allowance

Category	Rate per month (₹)
Lift Operator	140
(Design, Research, Investigation and Quality Control Board)	
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 per year	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
	COMMON POOL LIBRARIANS		
	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
	MISCELLANEOUS CATEGORIES		
	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
i	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 1/3rd 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:		610
•	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	
•	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:		440
•	Members, KPSC	
•	Additional Director General of Police	

Category	Rate per month(₹)
Confidential Assistant of: <ul style="list-style-type: none"> Additional Advocate General Other Heads of Departments Superintendents of Police and Higher Ranked Police Officers of and including the level of Inspector General of Police DIG (Vig.) Legal Advisor (Vig.), Public Prosecutors (Vig.), Additional Director of Prosecution (Vig) 	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
Secret Section	
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