



GOVERNMENT OF KERALA

Abstract

Labour and Skills Department – Rehabilitation Plantations Limited,
Punalur – Pay Revision of permanent employees of Rehabilitation
Plantations Limited – Sanction accorded - Orders issued.

LABOUR & SKILLS (J) DEPARTMENT

G.O.(Rt)No.53/2026/LBR Dated,Thiruvananthapuram, 16-01-2026

Read. 1. G.O.(P) No.27/2021/Fin. Dated 10.02.2021.

2. Letters No. RPL/PD/F-4002/2011/2258 dated 07.11.2022
and RPL/PD/F-4002/2011/3375 dated 15.03.2024 from the
Managing Director, Rehabilitation Plantations Limited,
Punalar.

ORDER

The Managing Director, Rehabilitation Plantations Limited,
Punalur as per the letters read above has forwarded proposal for the
revision of pay and allowance to the Staff and Officers of the Company
and has requested for Government sanction.

2) Government have examined the proposal in detail and are
pleased to sanction pay revision of the permanent employees of
Rehabilitation Plantations Limited in tune with G.O(P) No. 27/2021/Fin
dated 10/02/2021 subject to the conditions stipulated below:

Sl.No	Name of Post	Sanctioned Strength	Existing Scale of Pay	Revised Scale of Pay
1	Managing Director	1		As fixed by Government
2	Manager (Finance)	1	77400- 115200	107800- 160000
3	Company Secretary	1	77400- 115200	107800- 160000
4	Manager(Personal & Administration)	1	68700- 110400	95600- 153200

5	Manager (Technical)	1	68700-110400	95600-153200
6	Manager (Factory)	1	68700-110400	95600-153200
7	Manager (Estates)	2	68700-110400	95600-153200
8	Deputy Manager (Commercial)	1	42500-87000	59300-120900
9	Deputy Manager	5	42500-87000	59300-120900
10	Rubber Technologist	1	42500-87000	59300-120900
11	Medical Officer	2	39500-83000	55200-115300
12	Construction Engineer Grade I	1	39500-83000	55200-115300
13	Welfare Officer	2	36600-79200	51400-110300
14	Assistant Engineer (Electrical)	1	36600-79200	51400-110300
15	Assistant Manager	9	36600-79200	51400-110300
16	Senior Accountant/Senior Office Superintendent	1	35700-75600	50200-105300
17	Security Officer	1	35700-75600	50200-105300
18	Programmer-cum-Data Entry Operator	1	30700-65400	43400-91200
19	Chemist	2	30700-65400	43400-91200
20	Construction Engineer Grade II	3	30700-65400	43400-91200
21	Section Officer (Audit/Internal Audit)	1	30700-65400	43400-91200
22	Confidential Assistant (Senior Grade)	7	30700-65400	43400-91200
23	Confidential Assistant/Steno Typist Grade I		26500-56700	37400-79000
	Confidential Assistant/Steno		20000	

24	Confidential Assistant/Steno Typist Grade II		20000- 45800	27900-63700
25	Head Accountant	5	27800- 59400	39300-83000
26	Selection Grade Assistant	22	27800- 59400	39300-83000
27	Assistant Grade I		25200- 54000	35600-75400
28	Assistant Grade II		20000- 45800	27900-63700
29	Store Supervisor	4	26500- 56700	37400-79000
30	Draftsman Grade I	7	26500- 56700	37400-79000
31	Draftsman Grade II		19000- 43600	26500-60700
32	Foreman (Shift)	3	26500- 56700	37400-79000
33	Foreman (Mechanical)	1	26500- 56700	37400-79000
34	Nurse	4	25200- 54000	35600-75400
35	Assistant Chemist	2	25200- 54000	35600-75400
36	Security Supervisor	2	22200- 48000	31100-66800
37	Senior Electrician	1	22200- 48000	31100-66800
38	Mechanic	1	22200- 48000	31100-66800
39	Driver (Senior Grade)	15	22200- 48000	31100-66800
40	Drive Grade I		19000- 43600	26500-60700
41	Driver Grade II		18000- 41500	25100-57900
42	Midwife/ANM	1	20000- 45800	27900-63700
			20000-	

43	Supervisor (Factory)	7	20000-45800	27900-63700
44	Pharmacist	2	20000-45800	27900-63700
45	Field Supervisor	11	22200-48000	31100-66800
46	Electrician	2	18000-41500	25100-57900
47	Plumber	1	18000-41500	25100-57900
48	Junior Mechanic	1	18000-41500	25100-57900
49	Tapping/General Work Supervisor	49	17500-39500	24400-55200
50	Security Guard	20	17500-39500	24400-55200
51	Cook-cum-Bearer	1	17500-39500	24400-55200
52	Peon-cum-Telephone/Telex Operator	1	16500-35700	23000-50200
53	Peon/Peon-cum-Stretcher Bearer/Gardner-cum-Watcher/Hospital Attendant/Creche Attendant	23	16500-35700	23000-50200
54	Electrical Helper	2	16500-35700	23000-50200
55	Mechanical Helper	1	16500-35700	23000-50200
56	Store Attendant	1	16500-35700	23000-50200
57	Lab Attendant	1	16500-35700	23000-50200
58	Skilled Worker-cum-Charge Hand	2	16500-35700	23000-50200
59	Full time sweeper	2	16500-35700	23000-50200
60	Part time sweeper Category II	5	9340-14800	13000-21080

Conditions:-

1. The date of effect of pay revision will be 01.07.2019.
2. Existing Dearness Allowance @28% on the pre-revised scales as on 01.07.2019 will be merged with the Basic Pay and D.A admissible on the revised scales as on 01.07.2019 will be zero.
3. Rules for Fixation in the Revised Scales of Pay will be as per Annexure II of G.O.(P)No.27/2021/Fin dated 10.02.2021.
4. Revised stages of pay will be as as per Annexure III of G.O.(P)No.27/2021/Fin dated 10.02.2021.
5. House Rent Allowance may be sanctioned as per para 12 & 13 of G.O.(P)No.27/2021/Fin dated 10.02.2021. Revised rates of HRA may be sanctioned from the 1st day of the month in which the pay revision order is issued.
6. City Compensatory Allowance will be discontinued from the first day of the month in which the pay revision order is issued.
7. Scheme of Time Bound Higher Grade as stipulated in Annexure VI of G.O.(P)No.27/2021/Fin dated 10.02.2021, except paras 16 and 22 may be made applicable
8. Fixation of pay in respect of Part Time Contingent employees will be done in accordance with Annexure VII of G.O.(P)No.27/2021/Fin dated 10.02.2021.
9. Footwear Allowance may be sanctioned as per para 32(5)(i) of G.O.(P)No.27/2021/Fin dated 10.02.2021
10. Non-Practising Allowance @ Rs.1760/- p.m. may be sanctioned to Medical Officers.
11. Special Allowance @ Rs.220 p.m. may be sanctioned to Tractor Drivers and Special Allowance @ Rs.280 p.m may be sanctioned to Drivers in charge of Heavy Duty Vehicles.
12. Stitching and Washing allowance may be sanctioned to eligible categories as detailed below:

Stitching Charges:

Item	Existing Rate (Rs.)	Revised Rate (Rs.)
Blouse	40/-	60/-
Apron	75/-	115/- (rounded)
Shirt & Trouser	250/-	375/-
Overcoat	150/-	225/-

Washing Allowance:

	Existing Rate (Rs.)	Revised Rate (Rs.)
General Category	70/-	110/- (rounded)
Nursing Category	100/-	150/-

13. Stepping up of the scales of pay of any category will not be allowed under any circumstances without prior concurrence of the Government.

14. The rate of Education Allowance admissible to employees having mentally/physically challenged children studying in general schools and special schools will be revised to Rs.1000 per month based on the existing conditions for the admissibility of this allowance.

15. Special Allowance @ 1100/- per month will be admissible to differently abled employees vide para 20 of G.O.(P) No.27/2021/Fin dated 10.02.2021; which will be admissible from the first day of the month in which the pay revision order is issued.

16. Disbursement of pay revision arrears will be decided by Government later.

17. No other allowances or benefits except those specifically mentioned above will be applicable to the employees of Rehabilitation Plantation Limited.

18. The pay revision benefits as stipulated above will not be applicable to the contract/daily wage employees of the Corporation. The guidelines issued in G.O.(P)No.28/2016/Fin dated 26.02.2016 and G.O.(P)No.81/2019/Fin dated 09.07.2019 should be strictly adhered to in the appointment of employees on contract/daily wages basis. Such employees will be eligible for the wages as stipulated in G.O.(P)No.29/2021/Fin dated 11.02.2021.

19. The Managing Director, Rehabilitation Plantations Ltd will be held responsible for any violation in the implementation of pay revision.

20. In case of any doubt regarding pay scales, fixation etc, prior concurrence of Finance Department should be obtained before arriving at a decision.

21. In case of any anomaly/ doubt in implementing pay revision order, the Board shall approach the Government.

22. Extra benefits if any, which are not allowable to State Government employees shall be stopped while implementing this order.

23. Upgradation/Creation/Re-designation of posts (whether full time, part time, temporary and contract or daily wages) will not be allowed without prior Government sanction.

24. No ratio based promotions, up gradation, re-designation or post creation shall be done without approval of Government.

25. Any order issued by Government subsequent to implementation of general pay revision cannot be made directly applicable to employees of RPL without prior sanction of the Government.

26. No person shall be appointed (whether full time, part time, temporary and contract or daily wages) without a post created validly through a Government Order.

27. The additional expenditure on account of revision of pay and allowances should be met from the own fund of RPL. Government will not provide any financial assistance in this regard.

28. The maximum employer contribution of EPF as 12% of 15000/- (Basic Pay +DA) may be strictly adhered to.

The Managing Director, Rehabilitation Plantations Ltd shall take necessary steps to abolish the posts which are lying vacant for more than one year vide G.O.(P)No.1208/2001/Fin dated 22.10.2001.

(By order of the Governor)
SHANAVAS S I A S
SPECIAL SECRETARY

To:

The Managing Director, Rehabilitation Plantations Ltd, Punalur.

The Joint Secretary, Ministry of Home Affairs (FFR Division), 2nd Floor, NDCC-II Building, Jai Singh Road, New Delhi.

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

The Finance (PU-C) Department.

The Planning and Economic Affairs (BPE) Department.

The General Administration (SC) Department.

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Section Officer