



**GOVERNMENT OF KERALA**

**Abstract**

XII<sup>th</sup> Pay Revision Commission – Revision of pay and allowances, pension and other benefits - Fixing Terms of Reference - Orders issued.

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**FINANCE (SECRET SECTION) DEPARTMENT**

**G.O.(Ms)No.37/2026/Fin Dated,Thiruvananthapuram,05-03-2026**

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Read: G.O. (Ms.) No. 24/2026/Fin dated 23-02-2026.

**ORDER**

Government have constituted XII<sup>th</sup> Pay Revision Commission to study and make recommendations on revising the pay and allowances of the State Government employees vide Government Order read above.

2. Now, Government are pleased to issue the following Terms of Reference and the matters that shall be taken into consideration by the Commission in making the recommendations:

- a. To suggest modifications, found necessary, for the pay and allowances of;
  - i. Posts under Government Service, including Part-time Contingent Service and Casual Sweepers.
  - ii. Posts under Education Institutions of the Government, Aided Schools and Colleges and also such institutions covered by Direct Payment Scheme, including employees in Part-time posts and Casual Sweepers and excluding those posts covered by UGC/AICTE schemes of Scales of Pay and also posts for which, Central Scale of Pay have already been allowed such as Teaching Staff in Medical Colleges and Judicial Officers etc. and

- iii. Posts under Local Bodies and Universities except those covered by AICTE/ UGC/ Central Schemes.
  - iv. Municipal / Corporation Contingent employees
  - v. Post under various Grant in aid institutions in Kerala.
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- b. To examine the present structure of Pay and Allowances and Other Emoluments and Service conditions including, promotional avenues and fringe benefits available to the above categories of employees and suggest changes, if any required.
  - c. The commission shall also examine the scope of introducing non-cadre promotion to various categories of both gazetted and non-gazetted posts who continue in the entry cadres for long periods of service.
  - d. To examine and suggest changes, found necessary, to the benefits available to Service Pensioners.
  - e. To consider the scope of extending the benefits which are available to Central Government employees at present, but not available to the State Government employees.
  - f. To look into the cases of anomalies in the last Pay Revision specifically referred to the commission by Government and suggest remedial measures.
  - g. To examine the present Civil Service set up as a whole and make suggestions to increase efficiency, social accountability and making Civil Service more people friendly.
  - h. To consider the need for a gender sensitive service structure especially multifaceted issues faced by women employees and make suggestions for remedial measures.
  - i. To review the existing rules and procedures for fixation of pay and suggest methods for simplification thereof with a view to reduce cost and time spent on such exercises.

- j. To asses and indicate the additional financial commitment on account of implementation of its recommendations, including the methodology/ assumptions adopted for such assessment.
3. The Pay /Pension will be revised with effect from 01.07.2024.
4. The Commission shall submit its report within a period of three months.

(By order of the Governor)  
K R JYOTHILAL  
ADDITIONAL CHIEF SECRETARY

To:

Dr. V. P. Joy IAS (Retd. Chief Secretary) (Chairman).  
Adv. M. Rajagopalan Nair, (Kalyan, BNRA 184 A, Golf Links Road Kowdiar, Trivandrum) (Member).  
Smt. Sreelatha Sukumaran, (Retd. Additional Secretary, Finance Department) (Member).  
Smt. Sobha V.R. (Additional Secretary, Finance Department) (Secretary).  
The Accountant General (A&E), Kerala, Thiruvananthapuram.  
The Accountant General (G&SSA), Kerala, Thiruvananthapuram.  
The Accountant General (E&RSA), Kerala, Thiruvananthapuram.  
All Heads of Departments and Offices.  
All Departments (all Sections) of the Secretariat including Law Department.  
The Director of Treasuries, Thiruvananthapuram.  
The Secretary, Kerala Public Service Commission, Thiruvananthapuram.  
The Secretary, Kerala State Electricity Board, Thiruvananthapuram.  
The Managing Director, KS R T C, Thiruvananthapuram.  
The Principal Director, Principal Directorate, LSGD, Thiruvananthapuram.  
The Registrar, University of Kerala/ Cochin/ Calicut/ Mahatma Gandhi / Kannur/ Kerala Agricultural University/ Sree

Sankaracharya Sanskrit University/APJ Abdul Kalam  
Technological University/ Kerala University of Fisheries and  
Ocean Studies/Kerala University of Health Sciences/ Kerala  
Veterinary and Animal Sciences University/ Thunchath  
Ezhuthachan Malayalam University.

The Advocate General, Kerala, Ernakulam.

All Secretaries, Additional Secretaries, Joint Secretaries, Deputy  
Secretaries and Under Secretaries to Government.

The Secretary to Governor.

The Private Secretaries to Chief Minister and other Ministers,  
Government

Chief Whip and Leader of Opposition.

The Private Secretary to Speaker/ Deputy Speaker.

The Director of Public Relations, Thiruvananthapuram

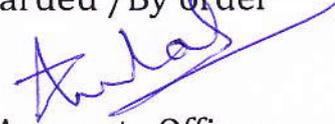
The OSD to the Chief Secretary.

The Managing Directors/General Managers of all Government  
Companies/Boards/ Corporations/ Autonomous Bodies.

Nodal Officer, [www.finance.kerala.gov.in](http://www.finance.kerala.gov.in)

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Forwarded /By order

  
Accounts Officer