



Break
the
Chain

**Institute of Human Resources Development
Chackai, Thiruvananthapuram-14**

PROCEEDINGS

IHRD – protection in qualification to the post of Tradesman in various categories of posts/Trade in IHRD who were in service before the implementation of revised Special Rules of IHRD on 09.12.2014 – Extension of benefits of 9th and 10th pay revision – sanction accorded – Orders issued

No.EA4/4716/2019/HRD (2)

Dated, Thiruvananthapuram, 11th November 2020

- Ref:-*
- 1 G.O.(MS) No.386/2020/HEDN dated 04.11.2020
 - 2 G.O.(MS) No.692/14/HEDN dated 20.08.2014
 - 3 This office proceedings No.EA4/16025/2011/HRD (2) dated 14.01.2015
 - 4 This office proceedings of even No. dated 11.11.2020

ORDER

As per the Government order dated 20.08.2014, Government have approved the revised Special Rules of IHRD and it came into effect w.e.f. 09.12.2014. Subsequently, Government extended 9th and 10th pay revision benefits to the employees of IHRD subject to the condition that, the employees who do not possess the prescribed educational qualification and not specifically exempted from possessing the prescribed qualification will not be eligible for pay revision, and time bound higher grade and they will become eligible only from the date of attaining such qualification. Now, Government in the G.O read first paper above accorded protection in qualification to the post of Tradesman in various categories/Trades who were in service before the implementation of revised Special Rules IHRD on 09.12.2014. Formal orders in this regard has been issued in the proceedings read fourth paper above. The following further orders are also issued.

1. Sanction is accorded to the head of institutions to extend 9th and 10th pay revision benefits to the Tradesman in various categories/Trade who were in service before 09.12.2014 after observing all formalities and terms and conditions in force.

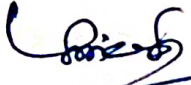
2. Sanction is also accorded to the Heads of institutions to forward proposals for sanction of time bound higher grade wherever necessary after extending pay revision benefits.
3. Copy of G.O. read first paper above is attached for ready reference.

Sd/-
Dr.P.Suresh Kumar
DIRECTOR

To:-

1. *All heads of institutions (with a copy of the Government orders dated 04.11.2020)*
2. *Finance Officer*
3. *Administrative Officer*
4. *Senior Superintendent (Estt)*
5. *All dealing hands in the Estt. Section*
6. *CA- II*
7. *SF*
8. *OC*

Forwarded/By Order


Administrative Officer
ABE



GOVERNMENT OF KERALA

Abstract

Institute of Human Resources Development- Protection in qualification to the post of Tradesman in IHRD who were in service before the implementation of revised Special Rules of IHRD - Orders issued.

HIGHER EDUCATION (J) DEPARTMENT

G.O.(Ms)No.386/2020/HEDN Dated,Thiruvananthapuram, 04/11/2020

- Read: 1. G.O.(Ms.) No.692/14/H.Edn dated 20.08.2014.
2. G.O.(Ms.) No.939/14/H.Edn dated 09.12.2014.
3. Representations from Sri.Syed Ali.S and Sri.Rajesh.B, Tradesmen in IHRD.
4. Letter No.EA4/4716/2019/HRD dated 07.01.2020 from the Director, Institute of Human Resources Development, Thiruvananthapuram.

ORDER

As per the Government Order read as 1st paper above , Government have approved the revised Special Rules of IHRD and it came in to effect on 09/12/2014. As per Government Order read as 2nd paper above 9th Pay revision benefits were extended to the employees of IHRD it was stipulated that the employees who do not possess the prescribed educational qualification and are not specifically exempted from possessing the required qualification will not be eligible for pay revision and they will become eligible only from the date of attaining such qualification.

As per the representations read as 3rd paper above Sri.Syed Ali.S and Rajesh.B ,Tradesmen in IHRD have requested Government for granting protection of qualification to the post of Tradesman as they had the basic qualification and was in service before the implementation of revised Special Rules of IHRD on 09.12.2014.

The Director, IHRD as per the letter read as 3rd paper above has reported that normally, protection will be granted to the existing employees who

were in service before the implementation of revised Special Rules amending qualification etc..in the particular categories of posts. .The matter was placed before the Anomaly Committee constituted by the Executive Committee of IHRD and the Anomaly committee recommended to amend the Special Rules incorporating the clause 'protection in qualification for Tradesman who were in service before 09.12.2014' . Hence, the Director has requested Government to grant protection in qualification to the post of Tradesman in IHRD who were in service before the implementation of revised Special Rules of IHRD.

Government have examined the matter in detail. The case of the incumbents in the post of Tradesman in IHRD is that they were appointed to the post of Tradesman prior to the issuance of revised Special Rules which came in to force w.e.f 09.12.2014 and hence they shall be exempted from acquiring the revised qualification. It is seen that as per the revised special rules the qualification for the post of Tradesman is pass in SSLC and National Trade Certificate in the respective Trade. Normally, unless otherwise specified in the rules, nothing contained in any special rules governing a service shall adversely affect any person who was a member of such service on the date of effect (coming into force) of such rules and in respect of such matters, they shall be governed by the rules and orders which existed immediately prior to such date. Therefore, in the absence of any such specific conditions, persons who were appointed as Tradesman before the date of effect of the revised special rules ie, 09.12.2014 need not necessarily acquire the revised qualification for holding the post.

Hence, the denial of pay revision benefits to the incumbents who were in the post of Tradesman prior to 09.12.2014, on the ground that that they do not have the prescribed qualification as per the revised Special Rules is not appropriate and Government are pleased to grant protection in qualification to the post of Tradesman in IHRD who were in service before the implementation of revised Special Rules of IHRD on 09.12.2014.

The Director , IHRD shall take necessary steps to provide a saving clause in the revised Special Rules for those who were appointed to the post of Tradesman prior to the date of effect of the same.

(By order of the Governor)

C AJAYAN

ADDITIONAL SECRETARY

To:

- 1.The Director, Institute of Human Resources Development, Thiruvananthapuram.
- 2.The Director of Technical Education, Thiruvananthapuram.
- 3.The Principal Accountant General (A&E/Audit), Kerala, Thiruvananthapuram.

4. The Personnel & Administrative Reforms Department (Vide U.O. Note No: Adv-B3/102/2020-P&ARD dated 17.08.2020)

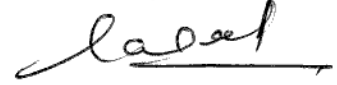
5 The.Finance Department (Vide U.O.Note No : EDN-B2/25/2020-FIN dated 09.10.2020, Computer No : 1442393)

✓ 6.www.highereducation.gov.in

7.The Information Officer, Web & New Media, I&PRD

8.Stock File/ Office Copy.

Forwarded /By order



Section Officer

Copy to:-

- 1.Private Secretary to Minister (Higher Education)
- 2.Personal Assistant to Principal Secretary, Higher Education