



CO-OPERATIVE ACADEMY OF PROFESSIONAL EDUCATION

(Established by the Government of Kerala)

PROCEEDINGS

CAPE – Estt. – Rectification of anomalies in fixation of salary of contract staff under
CAPE – Orders issued.

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No. E4 – 5333/2013/CAPE/ 5069 Dated, Thiruvananthapuram, 26.09.2013

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- Read: - 1. This office proceedings No. E1 – 318/2011/CAPE dated 01.02.2011.*
2. This office proceedings No. E1 – 318/2011/CAPE dated 07.05.2011.
3. This office proceedings No. E4-1775/2012/CAPE/1817 dated 14.05.2012.
4. This office proceedings No. E4 – 1454/2012/CAPE/1804 dated 14.05.2012.
5. This office circular No. E4 – 1775/2012/CAPE/2304 dated 13.06.2012.
6. Resolution No. 139.4.4 dated 10.09.2013 of the 139th meeting of the Executive Committee, CAPE.

ORDER

The salary of employees of CAPE working on regular and contract basis was revised with effect from 01.01.2011 vide proceedings read as 1st paper. Since this proceedings resulted in numerous anomalies, a further revision of salary was made vide proceedings read as 2nd to 5th papers to rectify the anomalies. Even after issuing the above rectificatory orders, numerous anomalies persisted.

The various staff organizations of CAPE have represented to issue orders rectifying the anomalies and for revising the salary suitably. The 138th meeting of the Executive Committee held on 17.07.2013 had appointed a committee headed by Dr. V.M. Gopala Menon IAS, Secretary to Government, Co-operation Department to examine the issue of rectifying anomalies and revising salary of employees of CAPE working on contract basis. The committee examined the case in detail and found that there were anomalies in fixing the consolidated pay of contract employees. While fixing the consolidated pay of such employees as per the above proceedings, the basic qualification required for the post and the scale of pay of the same / corresponding regular posts were not properly considered which caused the anomalies such as employees holding posts with same qualification drawing different rates of salary and employees holding posts with lower qualification drawing more pay / equal to that of employees holding posts with higher qualification. The committee also noticed that different rates of salary were fixed for the same post such as Dietitian, Staff Nurse, System Analyst, etc. in different institutions under CAPE. The committee recommended standardization of consolidated pay of contract staff with particular reference to the basic qualification required for the post and scales of pay of regular posts existing in CAPE.