

Government of Kerala
Personal and Administrative Reforms (AR-12) Department GO(P)
No.12/2017/P&ARD Dated, TVM

S.R.O.No.861/2017:- In exercise of powers conferred by subsection (1) of section (2) of Kerala Public Services Act 1968 (19 of 1968) read with Section 3 thereof and in partial supersession and consequent amendments, Specified herein, to the Kerala Civil Service Executive Special Rules published under notification G.O.(Ms)No.377/63/PD dated 21-08-1963 in Part I of the Kerala Gazette No.36 dated 10.09.1963 hereby makes the following rules in respect of Kerala Administrative Service (KAS)namely.

1.Short title and commencement:

- (a) They shall come into force with effect from 01.01.2018.

2.Objective:

- (a) To build a cadre of public servants as a second line of managerial talent for Government for effective implementation of Government policies and programmes.
- (b) To provide opportunities for growth for bright, talented and committed officers in Government Service and prepare them for senior level administrative and managerial positions in public service.
- (c) To constitute the feeder category for the recruitment of Indian Administrative Service officers in Kerala Cadre through appointment by promotion from State Civil Service (SCS) category supersending the existing rules in this regard.

3. Appointing Authority:

Government shall be the Appointing Authority for KAS.

4. Cadre Strength:

- (a) Entry Level The cadre strength at the entry level in KAS shall be limited to 10% of the sanctioned strength of 2nd gazetted post in the departments and equivalent post in the common categories of posts in all departments as specified in Schedule I.

The 10% Gazetted posts so set apart shall include higher grade posts and posts on account of ratio promotions also.

Common category posts shall include the post of Administrative Officer, Administrative Assistant, Accounts Officer, Financial assistant and posts earmarked for by transfer appointment through KPSC in the cadre of Financial Assistant.

- (b) Senior Levels :-Ten percent of all promotion posts in the promotion posts for the 2nd Gazetted Posts onwards in the Departments in Schedule I and promotion posts for the equivalent common categories of posts onwards in all departments that are specified in Schedule I, shall be set apart for promotions for officers in the KAS.

- (c) Total Cadre Strength: The cadre strength of the KAS shall be computed as the sum of the posts of entry level and senior levels specified in Sub-rule (a) and (b) above.
- (d) Quinquennial Review of Cadre Strength: The review of cadre strength of the KAS shall be done once in five years or as and when decided by government.

Provided that accordingly the increase or decrease of posts in any of the 2nd Gazetted posts in the Departments in Schedule I and equivalent posts in common Category posts listed in Schedule I of these Rules, reckoned for fixing the strength of the entry level of the KAS. OR in any of the promotion posts in the above feeder categories, between two reviews shall not affect the cadre strength or distribution of promotion posts for officers of the KAS during this period.

- (e) Government reserves the right to decide the total cadre strength of KAS from time to time by creating additional posts if necessary and also to include /delete any department in Schedule I from time to time.

5. Reservation of appointment:

- (a) The rules of reservation of appointment (General Rules 14- 17) shall apply to appointment by direct recruitment to all streams of KAS envisaged in Stream I under Rule 12 – Method of Appointment and qualification.
- (b) The provisions regarding reservation of appointments for differently abled persons under the Rights of Persons with disabilities Act 2016 (Central Act 49 of 2016) shall apply to appointments by direct recruitment.
- (c) The relaxation of age limit to eligible categories as provided in General Rules and Government orders, shall be applicable to the appointments under KAS. The maximum age limit shall in no case exceed fifty years.

6. Constitutions:

- (a) KAS shall consists of the following categories of officers:
 - i KAS Officer (Junior Time Scale) Trainee
 - ii KAS Officer (Senior Time Scale)
 - iii KAS Officer (Selection Grade Scale)
 - iv KAS Officer (Super Time Scale)
- (b) An Officer joining the KAS shall start his career in the Junior Time Scale Trainee in the State Service.
- (c) The post in the KAS shall be distributed between the Junior Time Scale, Senior Time Scale, Selection Grade Scale and Super Time Scale in the ration 6:5:4:3. The number of posts in each level shall be determined by rounding off to the next lowest whole number.

Explanation: Example If the number of posts at the Junior Time Scale is 133 then there shall be 110,88 and 66 posts in the Senior, Selection and Super Time Scales. (computed as $133 \times 5/6$, $133 \times 4/6$, $133 \times 3/6$ respectively)

- (d) Subject to satisfying conditions of promotion under the Indian Administrative Service(Appointment by Promotion)Regulations, 1955, officers of KAS may be proposed for promotion to the Indian Administrative Service.
- (e) Government may, where it considers it necessary in public interest, utilize the service of an officer of KAS in any Government Department or Public Sector Undertaking or Autonomous Bodies.

7. Procedure for conducting Quinquennial Review:

- (a) The posts that are identified for determination of the cadre strength of KAS under Rule 4 above, shall be specified in Tables I to IV in Schedule II, where Tables I to IV correspond to the Junior Time Scale, Senior Time Scale. Selection Grade Scale and Super Time Scale respectively.
- (b) For each of the posts identified in Tables I to IV in Schedule II, the cadre strength of the KAS shall be computed in the format specified in Tables I to IV in Schedule III.
- (c) In specifying the promotion posts for the 2nd Gazetted Posts onwards of the Departments in Schedule I and the equivalent Common Category Posts (specified in Schedule I of these Rules) onwards, shall be grouped into three slabs in Tables II to IV in Schedule II, corresponding to the Senior Time Scale, Selection Grade Scale and Super Time Scale respectively.

Provided that, in assigning the posts against Tables II to IV in Schedule II, only the third, fourth and fifth Gazetted post, existing at the time of the quinquennial review of the cadre strength of KAS shall be included.

Provided also that, where there are higher Gazetted posts in a department, all such posts shall be grouped in the posts shown against Super Time Scale in Table IV of Schedule

- (d) The total number of posts in the Department or Common Category for each entry in Schedule II, as the case may be, shall be entered in Column (3) in Tables I to IV in Schedule III.

Provided that all Higher Grade posts and Deputation Posts to which they are eligible to be posted shall also be included while doing so.

- (e) Ten percent of posts in for each entry, rounded off to the next lower integer, shall be computed first and entered in Column (4) in Tables I to IV in Schedule III.

Provided that for this purpose, all the posts set apart for Direct Recruitment for appointment as Deputy Collectors shall be taken into account for fixing the cadre strength of KAS as specified in Rule 17

herein and shall be entered against the corresponding entry for Deputy Collectors in Column (4) in Table I in Schedule III.

- (f) However, if the number of posts identified against any post in Schedule III, consequent to rounding off to the next lower integer is zero, then an additional post shall be created against each of such posts and shown in Column (5) in Schedule III.
- (g) The total number of posts so arrived at, to accommodate for fractions, and shown in Column (5) in Tables I to IV in Schedule III, shall be assigned to a general pool referred to as the “General Reserve”.
- (h) The METHOD OF COMPUTATION is shown in detail in Table below:

| | <i>Junior Time Scale</i> | <i>Senior Time Scale</i> | <i>Selection Grade Scale</i> | <i>Super Time Scale</i> | <i>Remarks</i> |
|--|----------------------------------|----------------------------------|--------------------------------------|---------------------------------|---|
| (1) | (2) | (3) | (4) | (5) | (6) |
| Posts identified in Schedule III – sum of Col (3) | T1 | T2 | T3 | T4 | Sum of total posts in each entry in Column 3 in Tables I To IV in Schedule III |
| Posts identified for KAS against each post in Schedule III – sum of Col (4) | C1 | C2 | C3 | C4 | Sum of total posts in each entry in Column 4 in Tables I to IV in Schedule III (One-fifth of the substantive posts of Deputy Collectors and 10% rounded off to the lower integer of all other posts) |
| Posts included in General Reserve in Schedule III -Sum of Col (5) | G1 | G2 | G3 | G4 | Sum of total posts in each entry in Column 5 in Tables I to IV in Schedule III (Sum of fractional posts assigned as one post each entry) |
| Posts for maintaining Ratio specified in Rule 6(c) | R1 | R2 | R3 | R4 | $R1 = C1 + G1$ $R2 = R1 \times 5/6$ $R3 = R1 \times 4/6$ $R4 = R1 \times 3/6$ |
| Posts additionally needed in General Reserve to maintain Ratio specified in Rule 6 (c) | 0 | A2 | A3 | A4 | $A2 = \text{Maximum of } (R2 - C2 - G2) \text{ and } 0$ $A3 = \text{Maximum of } (R3 - C3 - G3) \text{ and } 0$ $A4 = \text{Maximum of } (R4 - C4 - G4) \text{ and } 0$ |
| Total posts in General Reserve | G1 | $G2 + A_2$ | $G3 + A_3$ | $G4 + A_4$ | |
| TOTAL POSTS IN EACH SCALE IN KAS | $C1 + G_1$ | $C2 + G_2 + A_2$ | $C3 + G_3 + A_3$ | $C4 + G_4 + A_4$ | |

- (i) If the total number of posts, obtained by summing up Columns (4) and (5) in Tables II to IV in Schedule III, corresponding to the posts shown for Senior Time Scale, Selection Grade Scale and Super Time Scale respectively, are less than what is required to maintain the ratio of posts for the scales in the KAS as specified in Rule 6(c) herein, additional posts needed to maintain this shall be added to the General Reserve in the KAS.

Provided that where the total number of posts, obtained by summing up Columns (4) and (5) in Tables II to IV in Schedule III, corresponding to the posts shown for Senior Scale, Selection Grade Scale and Super Time Scale respectively are more than what is required to maintain the ratio of posts for the scales in the KAS as specified in Rule 6(c), the total number of posts in the General Reserve in the KAS will be limited to this number.

- (j) All posts approved by Government after every quinquennial revision shall be created through a Notification in the Official Gazette of Government.
- (k) The assignment of an officer from the General Reserve to any Department in public interest shall be at the sole discretion of Government.

Provided that such assignment to any post shall not be in lieu of, but shall be in addition to the posts in any Gazetted post that has not been included in the KAS.

Explanation :- This is to ensure that promotion prospects of employees in the Department are not affected beyond the 10% set apart from the posts for the KAS.

- (l) Errors or omissions, which are not intentional or malafide, in the quinquennial reviews of Cadre Strength of the KAS shall not affect the validity of the Review of the Cadre Strength. The rectification of such errors and omissions shall be done only along with the next Quinquennial Review.
- (m) The Quinquennial Review shall be done by a Committee constituted by the Committee constituted by the Government.
- (n) The Committee shall cause the Tables I to IV in Schedule II and III to be filled up and published three months in advance of the Quinquennial Review of the cadre strength.
- (o) For the purpose of the Quinquennial Review, the vacancy of posts as on first January of the year in which the Review is initiated shall be taken as the basis.

Provided that subject to Government orders if any in this regard the posts that are occupied by an officer in Schedule II on deputation basis may also be included for assessment of the total cadre strength in the KAS.

- (p) The Committee shall have powers to summon any officer of Government or call for documents necessary for completing the re-fixation and it shall be the duty of the Head of Department or the concerned officer to comply with the instructions of the Committee.
- (q) The draft Tables in Schedule II and III shall be published for comments from the employees of the concerned Departments for thirty days on the website of Government.
- (r) The Committee shall consider the comments received before finalising the cadre strength in the Quinquennial Review.
- (s) The Committee shall complete the Review in three months from the date of its commencement.

8. Pay scales in the KAS

- (a) The salary scale for each of the four levels of KAS shall be the highest scale of pay allowable for the posts mentioned in Tables I to IV in Schedule II.
- (b) In addition the Scale of Pay, they shall be eligible for a KAS Grade Pay determined by Government from time to time, but which is not less than 10% of the lower end of the pay scale determined as above.
- (c) The pay drawn by an officer selected from STREAM2 and STREAM 3 to the KAS shall be protected at the time of entry in to the Junior Time Scale. If such pay that is protected is at the maximum of the scale to which such an office is entitled, then such officer shall be entitled to a stagnation increment till the officer's next promotion in the KAS.

Provided that the pay on subsequent promotion in the KAS to a higher scale shall not be less than they pay in the previous scale arrived at for protecting an officer's pay at the Junior Time scale.

9. Appointments and Promotions:

- (a) Promotions shall be subject to the cadre strength fixed by Government and on completion of the specified number of years of service prescribed under these rules.
- (b) One-third of the vacancies arising every year in the 2nd Gazetted post in each Department and Common Category, specified in Table I in Schedule II, shall be set apart for appointment from the KAS. Provided that the maximum share of 10% of the total posts, specified in Column (4) in Table 1 of Schedule II shall not be exceeded.
 Provided that, in doing so, the first, fourth, seventh and vacancies in that order shall be the vacancies that shall be set apart for appointment from the KAS.
- (c) For promotion of an officer at any level in the KAS against a vacancy in a post specified in Table II to IV in Schedule II, one-third of the vacancies arising every year in such post shall be set apart for promotion for officers from the KAS. Provided that the maximum share

of 10% of the total posts specified in Column (4) in Table II to IV of Schedule II shall not be exceeded.

Provided that, in doing so, the first, fourth, seventh and vacancies in that order shall be the promotion vacancies that shall be set apart for promotion for the officers of the KAS.

- (d) Where no officer from the KAS is available to fill a vacancy set apart in Schedule II for officers of the KAS. Government reserves the right to fill such vacancies temporarily from eligible officers in that Department or category as the case may be who are not in the KAS.

Provided that when an officer of the KAS becomes available to occupy a post specified in Schedule II that has been temporarily filled by an officer not from the KAS, the posts shall be vacated and necessary reversions to the temporary appointment made shall be effected. No such temporary promotion given to an employee shall constitute a right to promotion to any officer who has been temporarily promoted.

- (e) Government may from time to time notify criteria of performance/efficiency/expertise/qualification for promotion of an officer at any level in the KAS.
- (f) Seniority of a person in KAS, unless he has been reduced to a lower rank as punishment, be determined by the date of advice by the Kerala Public Service Commission to the KAS.
- (g) Promotion shall be effected as contemplated in Rule 28 of the Kerala state and Subordinate service Rules 1958 considering seniority and merit cum ability

10. Training:

- (a) Every person appointed to KAS (Junior Time Scale) shall undergo training for a period of 18 months or for such duration as may be prescribed by Government from time to time.
- (b) Such Person shall during the period of training draw allowances/pay as many be decided by the Government time to time.
- (c) The period of training shall count for increment and probation.
- (d) The training will be partly or fully residential and shall be provided at such institutions and places as Government may decided from time to time of which not less than 15 days of training shall be in a premier national institute specializing in development or planning and not less than 15 days of training shall be in a premier national institute of management.
- (e) The training shall be arranged by the Institute of Management in Government, Thiruvananthapuram in accordance with these rules and in the manner decided by Government from time to time.

- (f) Government may by general or special order specify the number of candidates for every batch of training, training curriculum and methodology and matters related to such training and may also specify training programmes that must be mandatorily completed by an officer for promotion to the next scale.

11. Probation:

Every person appointed to KAS (Junior Time Scale) shall from the date on which he/she joins duty be on probation for a total period of 2 years on duty within a continuous period of 3 years inclusive of the period of training

12. Method of appointment and qualification.

- (a) A candidate shall be appointed to KAS specified in Column – 2 and shall possess the qualification prescribed in the corresponding entry in Column-3 in Table below.

| <i>Category</i> | <i>Manner of Appointment</i> | <i>Qualifications</i> |
|---|--|---|
| <i>(1)</i> | <i>(2)</i> | <i>(3)</i> |
| (1) KAS Officer (Junior Time Scale) (Trainee) STREAM 1 | By Direct Recruitment | (1) Must have completed 21 years and must not have completed 32 years of age as on 1 st January of the year in which applications for appointment are invited (2) Must have obtained a Bachelor Degree including professional course in any subject from a University recognized by a University established by Government of Kerala or UGC or awarded by National Institutes established by the Government of India. |
| STREAM 2 | By Direct Recruitment (from among full members or approved probationers in any Government Departments) | (1) Must have completed 21 years and must not have completed 40 years of age as on the first of January of the year in which applications for appointment are invited. (2) Must have obtained a Bachelor Degree including professional course in any subject from a University recognized University established by Government of Kerala or UGC or awarded by National Institutes established by the Government of India. (3) Must be a Full Member or an approved probationer in any Government Department and must not be a 1 st Gazetted officer or above |

| | | |
|---|---|---|
| | | in the Departments in Schedule – 1 (4) Must have been regularized in service in any cadre as per Rule 10 (b) in the Kerala State & Subordinate Services Rules 1958 or must have served for a period of not less than two years in a supernumerary post in Government and against whom no major penalty has been imposed or proceedings for major penalty or criminal proceedings is in progress. |
| STREAM 3 | By Direct Recruitment from among candidates holding 1 st Gazetted post or above in Departments in the Schedule 1 and equivalent posts in Common Categories listed in Schedule I) | (1) Must not have completed 50 years of age on the 1 st January of the year in which applications for appointment are invited. (2) Must have obtained a Bachelor Degree in any subject including professional course from a University recognized by a University established by Government of Kerala or UGC or awarded by National Institute established by the Government of India. (3) Must have satisfactorily completed probation in any Cadre in Government or probation has not been declared in the current post even after the period of probation, due to administrative delay but against whom no major penalty has been imposed or proceedings for major penalty or criminal proceedings is in progress. |
| (2) KAS Officer (Senior Time Scale) | By Promotion | (1) Must have satisfactorily completed the probation in the post KAS (Junior Time Scale) (2) Must have completed 8 years in the post KAS (Junior Time Scale) |
| (3) KAS Officer (Selection Grade Scale) | By Promotion | Must have completed 6 years in the post KAS (Senior Time Scale) |
| (4) KAS Officer (Super Time Scale) | By Promotion | Must have completed 8 years in the post of KAS (Selection Grade Scale) |
| Note : | 1 | The recruitment to the KAS (Junior Time Scale) from the three streams shall be in the proportion of 1: 1: 1 |
| | 2 | Teaching staff of General Education Department are not eligible to apply Under STREAM 3 |

- (b) One third of the posts in the KAS at the Junior Time Scale to which recruitment is made shall be set apart for each of the three streams, shown in Table above viz. By Direct Recruitment Stream I, By Direct Recruitment Stream II (from all Government Departments), By Direct Recruitment Stream III from Officers from Schedule I Departments and equivalent Common Categories in Table in Sub-Rule above.
- (c) From among the candidates selected from the three categories against Category I (KAS-Junior Time Scale), the inter-se seniority shall be determined in the following manner:
- (i) Every first, second and third positions in the seniority List of a batch selected for appointment in the KAS shall be in the order of merit from the candidates selected (1) by Direct Recruitment (Streams I), (2) By Direct Recruitment (Stream II), (3) By Direct Recruitment/from Schedule I Departments and Common Categories (Stream 3) respectively.
 - (ii) The above order of assignment from each of the three Streams above shall be followed for filling up the rest of the posts in KAS identified for recruitment.
 - (iii) The Ranked List in each of these three Streams shall be separately prepared.
 - (iv) Seniority in entry cadre shall be fixed as per Rule 27 (c) Part 2 of the Kerala Subordinate Service Rules.
 - (v) Any shortfall in the availability of candidates in any list shall be assigned to the candidates available in the other Streams in the same order indicated above (viz) Direct Recruitment (Stream I), By Direct Recruitment (Stream II) By Direct Recruitment-Schedule I Departments and Common Categories (Stream III)

13. Age Limit

- (a) Direct Recruitment (Stream I): Must have completed 21 years and must not have completed 32 years of age as on 1st January of the year in which applications for appointment are invited.
- (b) By Direct Recruitment (Stream II): Must have completed 21 years and must not have 40 years of age as on 1st January of the year in which applications for appointment are invited.
- (c) By Direct Recruitment (Stream III): 50 (upper age limit). Should not have completed 50 years on the 1st January of the year in which applications are invited.

14. Mode of Recruitment:

- (a) The scheme of examination shall be decided by Kerala Public Service Commission in consultation with the Government and shall be on the pattern, rigour and standards adopted by the Union Public Service

Commission in the examinations for recruitment to the Civil Services conducted in the year prior to year of conduct of the examination for recruitment to the Kerala Administrative Service.

- (b) On the basis of performance in the examinations separate Ranked Lists shall be prepared for the three categories viz. (i) By Direct Recruitment; (ii) By Direct Recruitment (from full members or approved probationaries if any Government Departments and (iii) By Direct Recruitment (from candidates holding first Gazetted post or above in Departments in the Schedule I and equivalent posts in common categories listed in Schedule I).
- (c) The Recruitment to KAS shall be conducted by Kerala Public Service Commission.

15. Tests

- (a) Officers at the Junior Time Scale shall have passed the followings tests for satisfactory completion of probation.
 - (i) The Revenue Tests
 - (ii) The Criminal Judicial Test including Indian Penal Code (IPC) and Criminal Procedure Code (Cr.PC)
 - (iii) Manual of Office Procedure (MOP)
 - (iv) Kerala Secretariate Office Manual (KSOM)

Candidates who have not studied Malayalam language in the metric level shall have to qualify the Malayalam Proficiency Test conducted by Kerala Public Service Commission except where

 - (v) Malayalam has been prescribed as a qualifying paper for the selection to the KAS.

Note:- A candidate who possesses a degree in law shall not be required to pass Criminal Judicial Test.
- (b) Officers at the Junior Time Scale shall have passed the followings tests for their promotion
 - (i) Account Test (Lower)
 - (ii) Miscellaneous Acts (Right to Information Act-2005, Right to Service Acts-2012 and such other acts as may be prescribed from time to time)
- (c) Government may prescribe tests, as it deems fit for any Scale in the KAS as a recruitment for promotion to the next scale.

16. Restriction of Application of Special Rule in Departments:

The Kerala Administrative Service Rules 2018 shall apply to all posts identified for inclusion in the cadre of KAS, in supersession of the Special Rules in any of the Departments listed in Schedule I of these Rules,

notwithstanding anything to the contrary therein.

17.Amendment to the Kerala Civil Service (Executive) Special Rules (published under notification G.O.(Ms.) No.377/63/PD Dated 21.08.1963 in the part I of the Kerala Gazette No.36 Dated 10.09.1963.

- (a) The Kerala Civil Service (Executive) Rules shall be renamed as the “Kerala Revenue (Deputy Collectors) Service Rules-2018” from the date of effect of the KAS Rules 2018
- (b) There shall be no appointment by Direct Recruitment under the Kerala Civil Service (Executive) Special Rules (published under notification G.O.(Ms.) No.377/63/PD Dated 21.08.1963 in the part I of the Kerala Gazette No.36 Dated 10.09.1963 after the date of effect of the KAS Rules 2018 and all vacancies that have not been filled up as on the date of effect of the KAS Rules 2018 shall be deemed to be vacancies to be filled up under the same.
- (c) The followings Sub Rules shall have effect only in respect of appointments to Deputy Collectors made till the date of notification of the KAS Rules 2018.
 - (i) Second paragraph in Rule 2 of the Kerala Civil Service (Executive) Special Rules amended by GO(P)No.84/94/RD Dated 17.03.1994 published in Part I of the Gazetted No.39 dated 21.03.1994.
“One fifth of the substantive posts in the permanent cadre in the category of Deputy Collectors shall be filled or Reserved to be filled by Direct Recruitment”
 - (ii) Sub-Rule 5(b) of the Kerala Civil Service (Executive) Special Rules:
“Every person appointed as Deputy Collector by direct recruitment shall, from the date on which he completed the training prescribed in sub – rule (b) of rule -6, be on probation for a total period of two years on duty within a continuous period of 3 years”.
 - (iii) Sub – Rule 6 (b) of the Kerala Civil Service (Executive)Special Rules:
“Training – Every person recruited direct shall also undergo such training as may be prescribed by the State Government from time to time. Such person shall, during the period of training, draw allowances as may be prescribed by the Government from time to time. The period of training shall not count for increments in the time scale of pay”.
- (d) Row I relating to Manner of appointment and Qualification in Annexure of the Kerala Civil Service (Executive) Special Rules shall have effect only in respect of appointments made till the date of notification of the KAS Rule 2018.

18. Direct Recruitment under the Kerala Civil Service (Executive) Rules 1963 :

- (a) One fifth of the substantive posts of Deputy Collectors set apart for Direct Recruitment under Rule 2 of the Kerala Civil Service (Executive) Special Rules 1963, arising or not filled as on the date of notification of the KAS Rules shall be automatically assigned to the cadre of KAS.
- (b) The posts set apart for Direct Recruitment of the Category of Administrative Officer under item (iii) of paragraph 3 GO (MS)No. 267/72/PD dated 7th July 1972 and the posts set apart for Direct Recruitment of the category of DEO specified under item 3 of rule 2 of the Kerala General Education Service and the posts set apart for Direct Recruitment of the category of Financial Assistants under clause (b) of rule 4 of the Special Rules for Financial Assistants and Financial Officers in the various Departments of the State of Kerala, 1991 as on the date of notification of the Kerala Administrative Service Rules 2018 shall be assigned to the cadre of KAS.

19. Promotion /Selection to the Indian Administrative Service:

- (a) The officers who have joined Government service prior to the date of effect of these Rules, and to whom the Kerala Civil Service (Executive) Special Rules, 1963 applies, would have priority for being appointed by promotion under the Indian Administrative Service (Appointment by Promotion) Regulations, 1955 in the quota set apart for the State Civil Service on completion of the required service and subject to satisfying other qualifying conditions laid down for such promotion from time to time, regardless of whether they have joined the KAS or, their rank in the KAS, if they have joined the same.

Provided that, as on the date of effect of these Rules, the vacancies required for those covered under sub rule (a) shall be set apart for their promotion subject to their fulfilling eligibility conditions as applicable on their due date of promotion and the officers of KAS shall be considered under the Indian Administrative Service (Appointment by Promotion) Regulations, 1955 to the remaining vacancies only.

- (b) On completion of eight years of service in the junior time scale the seniority of the officers in KAS will be fixed below the seniority of the above said category for promotion to the Indian Administrative Service.

Provided that for such officers in the KAS who have been selected from STREAM 2 and from STREAM 3, the period of service already completed in the second Gazetted Post and above shall be admissible for meeting the qualifying service prescribed from time to time for promotion to the Indian Administrative Service.

Provided further that if a junior officer in KAS meets the eligibility criteria of qualifying service prescribed for promotion to the Indian Administrative Service, such officer shall have preference in consideration for such promotion, subject to fulfilling other eligibility

conditions as applicable.

- (c) All Officers who are not part of KAS, including those officers in the departments included in the KAS, shall be eligible for appointment by selection to Indian Administrative Service in the quota set apart for Non-State Civil Service Category.

20. Rectification of Errors :

Government may issue orders from time to time to rectify errors or omissions in assessing the cadre strength at any level in the KAS with prospective or retrospective effect as it deems fit.

21. The Service Conditions of Officers of KAS shall be prescribed, not subordinate to the existing regulations for Government Employees of the State of Kerala.

22. Government shall prescribe a mandatory Training Program for officers appointed to every scale in the KAS.

23. A Medical Certificate of fitness shall be prescribed as criteria for the selection to the KAS.

By order of the Governor

BISHWANTH SINHA
Principal Secretary to Government.

Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

The Third Kerala Administrative Reforms Commission mooted the idea of Kerala Administrative Service (KAS). Subsequently, a number of efforts were made to introduce Kerala Administrative Service.

In the Governor's Address to Legislature on 24th June 2016, it was mentioned that the Government is committed to constitute Kerala Administrative Service including the Secretariat with the multiple objectives of attracting talented youngsters to public service, improving its efficiency and breaking down departmental silos.

Government constituted a Committee of Secretaries with Additional Chief Secretary (Home & Vigilance) as Chairperson, for formulating the reconstitution of Kerala Administrative Service in the wake of the policy

decision of the Government to include Secretariat Service also in the Kerala Administrative Service. This Committee submitted its report after holding discussions with service organisations.

Government considered the matter in detail and accorded sanction to constitute Kerala Administrative Service as per G.O. (Ms.) No. 1/2017/P & ARD dated 4-1-2017 and decided to issue the rules.

The notification is intended to give effect to the above decision.

Nissam/O/o AS Rectt.I