

പതിനാറാം കേരളനിയമസഭ

രണ്ടാം സമ്മേളനം

നക്ഷത്രചിഹ്നമിടാത്ത ചോദ്യം നമ്പർ: 526

13-10-2026-ൽ മറുപടിയ്ക്ക്

ഒളവണ്ണ സിഡ്കോ ടൂൾ റൂം കം ട്രെയിനിംഗ് സെന്ററിന്റെ പ്രവർത്തനം

ചോദ്യം ഉന്നയിച്ച അംഗങ്ങൾ

മറുപടി നൽകിയ മന്ത്രി

ശ്രീ. എം. എ. റസാഖ് മാസ്റ്റർ

ശ്രീ. പി. കെ. കുഞ്ഞാലിക്കുട്ടി  
(വ്യവസായ - വിവരസാങ്കേതികവിദ്യ വകുപ്പ്  
മന്ത്രി)

(എ) കോഴിക്കോട് ഒളവണ്ണയിൽ പ്രവർത്തിക്കുന്ന സിഡ്കോയുടെ കീഴിലുള്ള ടൂൾ റൂം കം ട്രെയിനിംഗ് സെന്ററിന്റെ പ്രവർത്തനം കൂടുതൽ കാര്യക്ഷമമാക്കുന്നതിനും ഐ.എസ്.ആർ.ഒ. ഉൾപ്പെടെയുള്ള സ്ഥാപനങ്ങളിൽ നിന്നുള്ള പ്രവൃത്തികൾ സമയബന്ധിതമായി പൂർത്തിയാക്കുന്നതിനും ആവശ്യമായ സ്ഥിര ജീവനക്കാരുടെ സേവനം ഉറപ്പാക്കാൻ നടപടി സ്വീകരിക്കുമോ;

**മറുപടി:** കോഴിക്കോട് ഒളവണ്ണയിൽ പ്രവർത്തിക്കുന്ന ടൂൾ റൂം കം ട്രെയിനിംഗ് സെന്ററിലേക്ക് CNC Programmer & CNC Operator എന്നീ തസ്തികകളിൽ സ്ഥിര നിയമനം നടത്തുന്നതിനായി കേരള പബ്ലിക് എന്റർപ്രൈസസ് സെലക്ഷൻ & റിക്രൂട്ട്മെന്റ് ബോർഡ് 30.11.2025-ൽ നോട്ടീഫിക്കേഷൻ പുറപ്പെടുവിക്കുകയും 30.05.2026-ൽ CNC Programmer തസ്തികയിൽ സ്ഥിര നിയമനവുമായി ബന്ധപ്പെട്ട് ഇന്റർവ്യൂ നടത്തുകയും ചെയ്തിട്ടുണ്ട്. ഐ.എസ്.ആർ.ഒ. ഉൾപ്പെടെയുള്ള സ്ഥാപനങ്ങളിൽ നിന്നുള്ള പ്രവൃത്തികൾ സമയബന്ധിതമായി പൂർത്തിയാക്കുന്നതിനുള്ള വിധം പ്രസ്തുത തസ്തികകളിലേക്കുള്ള നിയമന നടപടികൾ ത്വരിതപ്പെടുത്തുന്നതിനായി കേരള പബ്ലിക് എന്റർപ്രൈസസ് സെലക്ഷൻ റിക്രൂട്ട്മെന്റ് ബോർഡിനോട് സിഡ്കോ മാനേജിംഗ് ഡയറക്ടർ അഭ്യർത്ഥിച്ചിട്ടുണ്ട്.

(ബി) പ്രസ്തുത സ്ഥാപനത്തിലേക്ക് കേരള പബ്ലിക് എന്റർപ്രൈസസ് സെലക്ഷൻ & റിക്രൂട്ട്മെന്റ് ബോർഡ് വഴി വിജ്ഞാപനം ചെയ്ത തസ്തികകളിൽ സ്ഥിരനിയമന നടപടികൾ വേഗത്തിലാക്കുന്ന കാര്യം പരിഗണിക്കുമോ;

**മറുപടി:** മുൻ ഖണ്ഡികയിലെ ഉത്തരം

(സി) പ്രസ്തുത സ്ഥാപനത്തിലെ സ്റ്റാഫ് പാറ്റേൺ സിഡ്കോയുടെ സ്റ്റാഫ് പാറ്റേണിൽ ഉൾപ്പെടുത്തുന്നതുമായി ബന്ധപ്പെട്ട് റിയാബ് സമർപ്പിച്ച റിപ്പോർട്ടിലെ ശുപാർശകൾ എന്തൊക്കെയാണെന്ന് വ്യക്തമാക്കാമോ?

**മറുപടി:** പ്രസ്തുത സ്ഥാപനത്തിലെ സ്റ്റാഫ് പാറ്റേൺ സിഡ്കോയുടെ സ്റ്റാഫ് പാറ്റേണിൽ ഉൾപ്പെടുത്തുന്നതുമായി ബന്ധപ്പെട്ട് റിയാബ് സമർപ്പിച്ച റിപ്പോർട്ട് അനുബന്ധമായി ഉൾപ്പെടുത്തിയിരിക്കുന്നു.



25<sup>TH</sup> January 2021  
RIAB-SIDCO/I-1307/20-21/D- 45



Public Sector Restructuring and  
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The Principal Secretary to Government  
Industries (F) Department  
Government Secretariat  
Thiruvananthapuram.

Sir,

Sub:- SIDCO Tool Room, Olavanna- Service issues of employees –reg  
Ref:- Minutes of the meeting held on 06-11-2020 chaired by Hon.Minister  
(Ind.Sports & YA) vide letter No.F2/597/2016-ID dated 23-11-2020 -reg

SIDCO Tool Room situated at Olavanna, Kozhikode District is functioning as a production unit under Kerala Small Industries Development Corporation Ltd (SIDCO). The recruitment of staff were held in 2011 based on the approval of staff pattern vide G.O.(MS).1/2011/ID dated 01-01-2011. Out of the total 68 posts sanctioned based on the proposal submitted by SIDCO in January 2011, the permanent appointment were made till date is 15 nos.

From the beginning itself, the staff pattern in Tool Room is treated separately due to the occurrence of pay scale in certain positions of Tool Room is equivalent to higher positions in SIDCO's existing staff pattern. So annual increment, declaration of probation etc were pending with respect to the staff of Tool Room since inception.

A meeting has been held by the Hon.Minister (Ind.Sports & YA) and following decisions were taken with regard to the pay & allowances of present regular staff of Tool Room, Olavanna.

1. Permit annual increment and declare probation of eligible candidates.
2. Status quo should be maintained in case of salary, qualification with respect to the existing 15 regular staff in Tool Room.
3. RIAB to submit a report on the changes to be made in the future salary structure of Tool Room staff.

The category of positions in Tool Room are given below.

| Sl.No | Section / Category           | No. of Sanctioned posts | No.of staff appointed |
|-------|------------------------------|-------------------------|-----------------------|
| 1     | Production Section           | 20                      | 13                    |
| 2     | Quality Control              | 3                       |                       |
| 3     | Office Staff (Non-technical) | 15                      | 2                     |
| 4     | Staff (Technical)            | 30                      | Nil                   |
|       |                              | 68                      | 15                    |

While reviewing the existing pay scales in Tool Room staff pattern, it is learnt that the pay scale of the Production/Quality Control sections were fixed in view of the highly skilled job requirement in the Tool Room production activities. Earlier, based on the request from the Tool Room staff, a report was prepared [copy attached] by an Internal Committee headed by former Head of Production Division in SIDCO who was also the former Additional Director in Directorate of Industries & Commerce.

**Based on the minutes of the meeting and internal reports available in this regard, the following observations are made for taking an immediate decision on service matters of present staff of Tool Room, Olavanna.**

**A. Posts under Production /Quality Control Section in Tool Room, Olavanna**

- Create a separate category in SIDCO's existing staff pattern as "Tool Room Technical Staff" for all existing posts under Production and Quality section of Tool Room with the same pay scale. This will solve any complaint regarding loss of promotion opportunities in existing staff pattern of SIDCO.
- In view of the absence of promotion opportunities of existing staff in this Tool Room division, time bound grade promotion may be considered to the existing staff in the proposed category "Tool Room Technical Staff" with respect to the relevant Government order regarding revision of pay scales.
- Future recruitment of vacant positions / retirement vacancies may be filled up only after revising the staff pattern after a detailed study on manpower requirement and identification of job positions.

**B. Office Staff (Non-Technical)**

- The Qualification / Salary scale of the post of Manager (Admn/Accts) in Tool Room is as same as Senior Manager Accounts in SIDCO's staff pattern. So the post of Manager (Admn/Accts) in Tool Room may be redesignated as Senior Manager Accounts in the existing SIDCO's staff pattern.
- Other posts in this category are similar posts in SIDCO's Administrative category positions. So these posts may be combined with SIDCO's staff pattern.

**C. Staff (Technical)**

- Since there was no appointment made in these positions and the posts are similar nature as Worker Category in SIDCO's staff pattern, all posts

under this category can be combined with Worker Category in SIDCO's existing staff pattern.

- D. Salary revision applicable to SIDCO's existing staff pattern may be made applicable to the existing regular staff in SIDCO Tool Room in view of the regular nature of appointment.
- E. A report on future staff structure in Tool Room will be submitted after conducting a study with the help of a professional agency. Recently SIDCO has conducted a Work Study in all units with the help of Centre for Management Development (CMD). A detailed study on the manpower requirement and identification of suitable post with scale of pay comparing with that of SIDCO is urgently required before merging the post in Tool Room & SIDCO for future promotions. Equivalent posts with appropriate length of service in both Tool Room and SIDCO are to be identified as feeder category for promotion to higher level in the main stream at SIDCO. This will rectify the present anomaly and after this process the recruitment in the vacant positions at Tool Room can be made. The existing 15 regular staff of Tool Room may be allowed with the applicable salary revision as allowed to SIDCO.

Thanking you

Yours faithfully



**Sureshkumar S**  
**Secretary, RIAB**

**SIDCO Tool Room, Olavanna, Kozhikkode**

| SL NO                        | Department/<br>Designation  | Scale of Pay<br>(As per revision<br>2004) | No.of<br>posts | Minimum Qualification                                                                                                        | No: Post<br>Appointed | Existing<br>Vaccancy | RIAB's remarks based on the Minutes of meeting<br>held on 06-11-2020 and Internal Report of<br>Internal Committee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------|-----------------------------|-------------------------------------------|----------------|------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PRODUCTION SECTION           |                             |                                           |                |                                                                                                                              |                       |                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 1                            | Head – TRTC                 | 16,650-23,200                             | 1              | B.Tech with 2 years Tool Engg<br>course/ 4year Tool Engg<br>Diploma Course                                                   | 0                     | 1                    | Create a separate category in SIDCO's existing<br>staff pattern as "Tool Room Technical Staff" for all<br>existing posts under Production and Quality<br>section of Tool Room with the same pay scale.<br>This will avoid any complaint regarding loss of<br>promotion opportunities in SIDCO's existing staff<br>pattern.<br><br>Time bound grade promotion is recommended to<br>the present staff with respect to the relevant<br>Government order regarding revision of pay scale<br>due to absence of promotion opportunities.<br><br>Future recruitment of vacant positions /<br>retirement vacancies should be allowed to fill only<br>after revising the staff pattern based on a study<br>proposed by RIAB. |
| 2                            | Tool Room<br>Manager        | 13,610-20,700                             | 1              | B.Tech with 2 years Tool Engg<br>course/ 4year Tool Engg<br>Diploma Course                                                   | 1                     | 0                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 3                            | Tool Room<br>Engineer       | 12,250-19,800                             | 2              | B.Tech with 2 years Tool Engg<br>course/ 4year Tool Engg<br>Diploma Course                                                   | 2                     | 0                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 4                            | Design Engineer             | 12,250-19,800                             | 1              | B.Tech with 2 years Tool Engg<br>course/ 4year Tool Engg<br>Diploma Course                                                   | 1                     | 0                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 5                            | Maintenance<br>Engineer     | 12,250-19,800                             | 1              | B.Tech / Diploma Mechanical                                                                                                  | 0                     | 1                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 6                            | Programmer                  | 11,910-19,350                             | 2              | 2 years Precison Machining<br>course/ 6 months Programming<br>course after +2/ Diploma<br>(Mechanical), B.Tech<br>Mechanical | 0                     | 2                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 7                            | Asst. Tool Room<br>Engineer | 11,070-18,450                             | 6              | 4-year Tool Engg diploma<br>course                                                                                           | 6                     | 0                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 8                            | CNC Operators               | 5,250-8,390                               | 6              | 2 years Precision Machining<br>Course                                                                                        | 3                     | 3                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|                              | Sub Total                   |                                           | 20             |                                                                                                                              | 13                    | 7                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| QUALITY CONTROL              |                             |                                           |                |                                                                                                                              |                       |                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 1                            | QCE- (Mech<br>Engineer)     | 11,070-18,450                             | 1              | B.Tech in Mechanical<br>Engineering/ Diploma                                                                                 | 0                     | 1                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 2                            | Asst. QCE                   | 11,070-18,450                             | 2              | B.Tech in Mechanical / Diploma<br>mechanical                                                                                 | 0                     | 2                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|                              | Sub Total                   |                                           | 3              |                                                                                                                              | 0                     | 3                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Office Staff (Non-Technical) |                             |                                           |                |                                                                                                                              |                       |                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 1                            | Manager Accounts            | 13,610-20,700                             | 1              | MBA/PGDM                                                                                                                     | 1                     | 0                    | The Qualification / Salary scale of the post is as<br>same as Senior Manager Accounts in SIDCO's staff<br>pattern. <u>So Redesignate this Post as Senior<br/>Manager Accounts</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

| SL NO                    | Department/<br>Designation                              | Scale of Pay              | No. of<br>posts | Minimum Qualification                                                                                                                                          | No: Post<br>Appointed | Existing<br>Vaccancy | RIAB's remarks based on the Minutes of meeting<br>held on 06-11-2020 and Internal Report of<br>Internal Committee                                                                                                                                                                   |
|--------------------------|---------------------------------------------------------|---------------------------|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                          |                                                         | (As per revision<br>2004) |                 |                                                                                                                                                                |                       |                      |                                                                                                                                                                                                                                                                                     |
| 2                        | Office Staff<br>(Accounts,<br>Administration,<br>sales) | 5250-8390                 | 10              | B.com degree with special<br>accounts and auditing as special<br>subject for accountancy others-<br>Degree from a recognized<br>university                     | 0                     | 10                   | This posts are similar in nature as Admn/Accounts<br>category positions. So this post can be combined<br>with existing staff pattern in SIDCO.<br><br>These are similar posts in Ministerial and<br>Accounts category in Sidco. Hence these posts can<br>directly merge with Sidco. |
| 3                        | Peon/ Watchman                                          | 4510-6230                 | 3               | 1. 8 <sup>th</sup> Std.<br>2. Knowledge of bicycling                                                                                                           | 0                     | 3                    |                                                                                                                                                                                                                                                                                     |
| 4                        | Driver                                                  | 5250-8390                 | 1               | 1. 8 <sup>th</sup> Std<br>2. Current driving license for<br>driving Heavy duty vehicles<br>3. Normal Vision standard as<br>prescribed in Motor Vehicles<br>Act | 1                     | 0                    |                                                                                                                                                                                                                                                                                     |
| Sub Total                |                                                         |                           | 15              |                                                                                                                                                                | 2                     | 13                   |                                                                                                                                                                                                                                                                                     |
| <b>Staff (Technical)</b> |                                                         |                           |                 |                                                                                                                                                                |                       |                      |                                                                                                                                                                                                                                                                                     |
| 1                        | Draftsman                                               | 7990-12930                | 2               | ITI Draftsman Course                                                                                                                                           | 0                     | 2                    | These Posts are similar posts as worker category<br>in Sidco. Hence these posts can convert in to<br>worker category & apply equal salary & service<br>conditions of Worker category in SIDCO.                                                                                      |
| 2                        | Machine<br>Operators                                    | 6680-10790                | 8               | ITI Machinist course                                                                                                                                           | 0                     | 8                    |                                                                                                                                                                                                                                                                                     |
| 3                        | Fitters/Polishers/T<br>echnicians                       | 7990-12930                | 16              | ITI Fitter/ Blacksmith/Machinist                                                                                                                               | 0                     | 16                   |                                                                                                                                                                                                                                                                                     |
| 4                        | Electricians/Asst.<br>Electricians                      | 7990-12930                | 4               | Diploma (Electrical)/ITI Electrical                                                                                                                            | 0                     | 4                    |                                                                                                                                                                                                                                                                                     |
| TOTAL                    |                                                         |                           | 30              |                                                                                                                                                                | 0                     | 30                   |                                                                                                                                                                                                                                                                                     |
| GRAND TOTAL              |                                                         |                           | 68              |                                                                                                                                                                | 15                    | 53                   |                                                                                                                                                                                                                                                                                     |

  
 Section Officer