



# KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Indian Companies Act, 1956)

Reg. Office: Vydyuthi Bhavanam, Pattom, Thiruvananthapuram - 695 004, Kerala

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## Abstract

Estt: Revision of Pay and allowances of employees retired from 07/2018 to 10/2018 -  
Disbursement of arrears in One, Two and Three instalments – Ratified -Orders issued.

### **CORPORATE OFFICE (Human Resource Management)**

**B.O. (FTD) No. 521 /2021 (CE(HRM) /B21/Pay Rev/2021)**

**Dated, Tvpm, 6 .07.2021**

Read:-1.BO (DB) No 133/2021(PSI/2617/PR/2018)TVPM dated 15.02.2021

2.BO(FTD) NO. 171/2021 (PSI/2617/PR/2018) TVPM dated 26.02.2021

3.Circular No. Pay Fixation A8/LTS/2021 & Circular No. Pay Fixation A7/

PayRevision /2021 dtd 10.03.2021 of the Chief Internal Auditor.

4.Note No CE(HRM)/B21/Pay Rev/2021 dated 22.06.2021 of the Chief Engineer(HRM)  
submitted to the Chairman and Managing Director

5.Note No CE(HRM)/B21/Pay Rev/2021 dated 01.07.2021 of the Chief Engineer(HRM)  
submitted to the Full Time Directors. (Agenda 2/7/21 )

## **ORDER**

KSEBL had ordered the revision of Pay and Allowances of Officers and Workmen with effect from 07/2018 and 8/2018 respectively as per orders read as 1<sup>st</sup> and 2<sup>nd</sup> above. In the Audit Circulars issued in accordance with the above orders, it was ordered that the pay revision arrears pertaining to those Officers and Employees who have already retired/ relinquished from service after 01/07/2018 and 01/08/2018 respectively has to be paid in cash in 4 instalments each at 25% during the months of May, September, December 2021 and March 2022 after deducting Income Tax liability from each instalment.

The Chief Engineer (HRM) as per note read as 4<sup>th</sup> above has reported that when the HRIS module for releasing of pay revision arrears of employees who retired from 07/2018 to 10/2018 has been prepared, their income tax recovery could not be effected due to some technical constraints in the programme and hence submitted the following proposal in the disbursement of

RETIREMENT OF OFFICERS/STAFF	PROPOSAL FOR DISBURSEMENT OF ARREARS
Officers retired during the month of July 2018 and workmen during the month of August 2018	Arrears in one Instalment, payable in July 2021
Officers retired during the month of Aug 2018 and workmen during the month of September 2018	Arrears in two Instalments, payable in July 2021 & September 2021
Officers retired during the month of September 2018 and workmen during the month of October 2018	Arrears in three Instalments, payable in July 2021, September 2021 & December 2021

It is also reported that, since the retirements during this period is very few, the financial implication consequent on paying the instalments in advance is very small

The Chairman and Managing Director, KSEBL after examining the matter, approved the above proposal of the Chief Engineer (HRM) in the note read 4<sup>th</sup> above, for the payment of arrears of pay revision of employees retired during the period from 07/2018 to 10/2018 subject to subsequent ratification by the Full Time Directors.

The matter was placed before the Full Time Directors as per note read as 5<sup>th</sup> above. Having examined the matter in detail, the Full Time Directors on its meeting held on 02/07/2021 resolved to ratify the decision taken regarding payment of pay revision arrears of employees retired on or after 31.07.2018 as follows.

1. To pay the arrears of pay revision of Officers retired in 07/2018 and workmen retired in 08/2018 in one instalment payable in July 2021.
2. To pay the arrears of pay revision of Officers retired in 08/2018 and workmen retired in 09/2018 in two instalments payable in July 2021 and September 2021.
3. To pay the arrears of pay revision of Officers retired in 09/2018 and workmen retired in 10/2018 in three instalments payable in July 2021, September 2021 & December 2021.

Orders are issued accordingly.

**By Order of the Full Time Directors**

Sd/-

LEKHA G

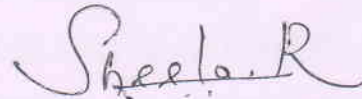
To

1. The Chief Engineer (HRM) / The Chief Engineer (IT).

Copy to:-

1. The Financial Adviser/ The Chief Internal Auditor
2. The Company Secretary in charge
3. The Legal Advisor & Disciplinary Enquiry Officer.
4. The Chief Personnel Officer.
5. TA to the Chairman & Managing Director.
6. TA to the Director (D , IT & HRM), T & SO , Gen-Ele & SCM, Planning, Safety & REES, Gen -Civil)).
7. PA to the Director (Finance) / Secretary (Administration)
8. Fair Copy Section/Stock File

**Forwarded/By Order**



**Senior Superintendent.**

