

**ABSTRACT**

Revision of Pay & Allowances of Officers and Workmen of Kerala State Electricity Board Limited – Constitution of Pay Revision Sub Committee & Pay Revision Cell - Ratified - Orders issued - reg.

CORPORATE OFFICE (PERSONNEL)

BO (FTD) No.109/2021 (PSI /2617/PR/2018) Thiruvananthapuram, Dated 08/02/2021

Read:- 1) Note No. (PSI /2617/PR/2018) TVPM , Dated 20 /01/2021 of Chief Personnel Officer to Chairman & Managing Director.

2) Office Order (CMD) No.130/2021 (PS1/2617/PR/2018) TVPM, Dated 25.01.2021

3) Office Order (CMD) No.129/2021 (PS1/2617/PR/2018) TVPM, Dated 25.01.2021

4) Note No.(PS1/2617/PR/2018) TVPM, Dated: 01 /02/2021 of the Chief Personnel Officer to the Full Time Director (Agenda Item No.14/2/21).

ORDER

The validity of the Long Term Settlement 2016 entered into between the Kerala State Electricity Board Limited and the recognized Trade Unions for revision of pay and other service conditions of the workmen in Kerala State Electricity Board Limited was for a period of five years with effect from 01.08.2013 to 31.07.2018. On expiry of the above, certain Registered Trade Unions representing the workmen have submitted the Charter of demand for the next pay revision.

The revision of pay and allowances of the employees of Kerala State Electricity Board Limited are being arrived at based on bi-partite negotiation between the recognized trade unions and the representatives of Kerala State Electricity Board Limited based on the provisions of the Industrial Disputes Act, 1947.

In the light of the above, the preliminary back ground works for revision of pay and allowances in Kerala State Electricity Board Limited need to be initiated soon for completion of the process in a time bound manner. The financial implication involved with respect to the revision of pay and proposals for improving the performance of KSEB Ltd needs to be assessed before taking appropriate decision by a Pay Revision Committee constituted by Kerala State Electricity Board Limited with the necessary assistance and guidance of an external expert. The recommendations of the Pay Revision committee shall be given due consideration during negotiations for revising the pay and allowances of the employees of Kerala State Electricity

Considering the significance and urgency, the subject matter was placed before the Chairman as per note read as 1st above and as per Office Order read as 2nd above sanction was accorded to constitute a **Pay Revision Committee** to ascertain the increase in expenditure and financial commitment involved in revision of pay and allowances of employees of KSEB Ltd. The Pay Revision Committee shall evaluate the Pay Revision report of the Government of Kerala, other PSUs and other SEBs as a reference document. The three member Pay Revision Committee deputed from the Institute of Public Auditors of India, Kerala Chapter(IPAI), under the patronage of Comptroller and Auditor General of India shall be headed by an Accountant General (Rtd)/Senior Deputy Accountant General (Rtd) /Deputy Accountant General (Rtd) with two other retired Senior officers from Accountant General office subject to the decision taken in this regard by KSEB Ltd.

Sri. Ram Mahesh. R Chief Personnel Officer, Sri. Girish Kumar. V.S, Finance Officer (TRAC), Sri. Madhavan Nampoothiri. K.V, Senior Supdt. Ele. Dn, Attingal are authorised to render necessary assistance to the Pay Revision Committee by providing required information and relevant data for the preparation of report .

In addition to the above, the Chairman & Managing Director as per Office Order read as 3rd above, has accorded sanction to constitute a **Pay Revision Sub committee of KSEB Ltd** for conducting negotiations and discussions with the recognised Trade Unions and Association of Officers considering the report of the Pay Revision Committee. The Pay Revision Sub Committee shall formulate long term settlement, revision of pay of officers of KSE Board Limited and proposal for improvement of performance of KSEB Ltd with the following members.

- 1). Dr. Rajan. P Director (T & SO) - Chairman
- 2). Smt. Lekha. G, Chief Internal Auditor, O/o the CIA - Member
- 3). Sri. Mohanakumar. B.V, Deputy Chief Engineer, - Member
O/o the Director (Distribution & IT).
- 4). Sri. Anil Rosh. T.S, Deputy Chief Accounts Officer, O/o the FA - Member
- 5.) Sri. Ram Mahesh. R, Chief Personnel Officer, O/o the CPO - Convenor

For the completion of pay revision process in a time bound manner, preliminary discussion with trade unions and association of officers to arrive at a consensus regarding relevant aspects of revision of pay and allowances shall be initiated immediately and the recommendations contained in the Pay Revision Committee report shall be considered during discussions as and when the same is presented to KSEB Ltd.

For supporting and assisting the functioning of Pay Revision Committee and the Pay Revision Sub Committee, as per Office Order read 3rd above, sanction was also accorded to constitute a **Pay Revision Cell** with the following members.

- 1) Sri. Sajin Stephen, Regional Personnel Officer.
- 2) Sri. Gireesh Kumar, V.S, Finance Officer (TRAC).
- 3) Sri. Sudhakaran Nair, Assistant Accounts Officer
- 4) Sri. Biju.J.C, Senior Superintendent, O/o the CIA (Pay Fixation)
- 5) Sri. Rajasekharan Nair. K, Senior Superintendent, Ele. Division, TVPM.
- 6) Sri. Yohannan Chandy, Senior Superintendent, O/o the CE (Commercial & Tariff).
- 7) Sri. Justin Roy. A, Senior Superintendent, IT Computerization Units.
- 8) Sri. Mohanan Nair. K.G, Superintendent , O/o the Company Secretary.
- 9) Sri. Sreekanth. K, Superintendent, O/o the CE (HRM), Cash.
- 10) Sri. Shaji. A.K, Senior Superintendent, O/o the CE (HRM).
- 11) Sri. Sreekumar M. Panicker, Superintendent, O/o the CE (HRM), Bill Section.
- 12) Sri. Dileepkumar. C, Senior Superintendent, O/o the Chief Personnel Officer.
- 13) Sri. Abu. A, Superintendent, O/o the Chief Personnel Officer.
- 14) Sri. Sureshkumar. T, Superintendent, O/o the Chief Personnel Officer.
- 15) Sri. Kiran. J, Senior Assistant, O/o the Chief Personnel Officer.
- 16) Sri. Ramlal. V.R, Senior Fair Copy Assistant, O/o the CE (HRM).
- 17) Sri. Lalu. S , Sub Engineer (Civil)
- 18) Sri. Aneeshkumar. T, Office Attendant, O/o the CE (HRM).

The matter was placed before the Full Time Directors as per note read as 3rd above seeking ratification of the Office Order read as 2nd & 3rd above. The FTD in it's meeting held on 04.02.2021 have resolved to ratify the issuance of Office Order read as 2nd & 3rd above.

Orders are issued accordingly,

By Order of the Full Time Directors

Sd/-

Lekha. G

Company Secretary in-charge

To

All Chief Engineers

Copy to:

All Chief Engineers/All Deputy Chief Engineers/All Executive Engineers
The TA to Chairman & Managing Director / The PA to Director (Finance)
The TA to Director (D, IT & HRM)/Director (Trans & SO)

The TA to Director {(Generation (Civil))/
The TA to Director (Safety & Planning)
The Financial Adviser/Chief Internal Auditor/Legal Adviser & Disciplinary Enquiry Officer
The Chief Vigilance Officer/The Company Secretary (I/c)/Regional Audit Officers
The Chief Public Relations Officer/CA to Secretary (Administration)/
Deputy Secretary (Admn.). /The FC Superintendent/Record Section/Library/Stock File.

Forwarded/By order


Senior Superintendent