

# KERALA STATE ELECTRICITY BOARD

## Abstract

Pension – Revision of Pension and other related benefits to the pensioners of the  
KSE Board – Sanctioned – Orders issued

---

### **PERSONNEL DEPARTMENT**

B.O. (FB) No. 2354 /2008 (PS1/1428/2007) dated, Thiruvananthapuram 24.09.2008.

- Read :-
- (1) B.O. No.461/2001/PSI/3141/2000 dated 23.02.2001.
  - (2) B.O. (CM) No.2027/2003 (Estt.VIII/7004/2003) dated 09.12.2003.
  - (3) G.O. (P) No.125/2006/Fin dated 17.03.2006.
  - (4) G.O. (P) No.180/2006/Fin dated 18.04.2006.
  - (5) G.O. (P) No.253/2006/Fin dated 08.06.2006.
  - (6) B.O. (FB) No.628/2007 (PSI/101/2006) dated 19.03.2007.
  - (7) B.O. (FM) No.2075/2007 (PSI/OPR/2007) dated 12.09.2007.
  - (8) B.O. (FB) No.1771/2008 (PSI/101/2006/Part.II) dated 17.07.2006.
  - (9) Letter No.PSI/1428/2007/1380 dated 31.10.2007 of the Secretary, KSE Board to the Additional Chief Secretary to Government, Power Department.
  - (10) Letter No.PSI/1428/2007/1516 dated 04.12.2007 to the Additional Chief Secretary to Government, Power Department.
  - (11) Letter No.PSI/1428/2007/338 dated 28.03.2008 of the Secretary, KSE Board to the Secretary, Power Department.
  - (12) G.O. (MS) No.30/2008/PD dated 29.08.2008.
  - (13) G.O. (MS) No.32/2008/PD dated 03.09.2008.
  - (14) Proceedings of the Board Meeting dated 20.09.2007 (Agenda Item No. OA-9-9/2007).
  - (15) Proceedings of the Board Meeting dated 20.11.2007 (Agenda Item No. OA-1-12/2007).
  - (16) Proceedings of the Board Meeting dated 13.03.2008 (Agenda Item No. OA-3-3/08).
  - (17) Proceedings of the Board Meeting dated 20.09.2008 (Agenda Item No. OA-1-9/08)

### ORDER

Consequent on the revision of Pay/Pay Scales of State Government Employees from 01.04.2005, the State Government had ordered to revise the pension and other related benefits to its pensioners/Family Pensioners/Ex-gratia pensions vide Government Order read as 4<sup>th</sup> and 5<sup>th</sup> paper above. Accordingly Board has also decided to revise the pension and other related benefits of pensioners/family pensioners/Ex-gratia pensioners in the Full Board Meeting held on 20.09.2007 subject to formal sanction from Government. Board has forwarded the proposal of pension revision to Government vide letter read as 9<sup>th</sup> paper above. Subsequently, Board has decided to modify certain clauses in the above proposal of pension and forwarded the same to Government for approval vide letters read as 10 & 11<sup>th</sup> paper above. As per G.Os read as 12 and 13 above Government have approved the proposals

which has been forwarded to Government vide the letters dated 31.10.2007 and 04.12.2007 subject to review of certain conditions contained in the Board proposal.

Having considered the above matter in detail, Board is pleased to accord sanction to:-

- (1) Implement the proposal for revision of pension and other related benefits for the pensioners of KSE Board as approved by Government in G.O. (MS) No.30/2008/PD dated 29.08.2008 and G.O. (MS) No.32/2008/PD dated 03.09.2008 subject to the modification mentioned in respect of clause 7(1) of the proposal forwarded to Government.
- (2) Implement the proposal for revision of pension of PTC Pensioners of KSE Board subject to ratification by Government.

## **I. Basic Principles**

### **1.1 Rate of Pension**

The present system of computation of pension at 50% of ten months average emoluments in all cases, subject to the satisfaction of the conditions for earning full pension or part thereof, (depending on the length of the qualifying service) will continue. The minimum Basic Pension will be enhanced to Rs.2,400/- per month (after merger of 59% Dearness Relief) from Rs.1,275/- per month as at present with effect from 01.08.2006. Similarly, the maximum ceiling on pension will be Rs.16,875/- with effect from 01.08.2006 (i.e., 50% of the maximum of the highest scale of pay – Rs.33,750/- under State Government.) The existing limit of maximum pension will continue till 31.07.2006.

## **2. Revision of Pension/Family Pension in respect of officers who retired/expired while in service on or after 01.07.2003 and workmen who retired/expired while in service on or after 01.08.2003.**

2.1. In respect of those officers who retired/expired while in service on or after 01.07.2003 and workmen who retired/expired while in service on or after 01.08.2003, the pensionary benefits will be calculated with reference to the revised pay introduced with effect from 01.07.2003/01.08.2003 (Officers/workmen as the case may be), applying the normal formulae/rules as existing now. From 01.07.2003/01.08.2003 (Officers/Workmen as the case may be) the pensioners shall get DR (after merger of 59% DR) as under:-

Date of effect	Percentage increase of Dearness Relief	Revised Dearness Relief
From 01.07.2003	Nil	Nil
From 01.01.2004	2% of Pension	2% of Pension
From 01.07.2004	3% of Pension	5% of Pension
From 01.01.2005	3% of Pension	8% of Pension
From 01.07.2005	4% of Pension	12% of Pension
From 01.01.2006	3% of Pension	15% of Pension
From 01.07.2006	5% of Pension	20% of Pension

**Note:-** 'Protected Amount' as per clause 14 of the long term settlement dated 28.02.2007 will not be reckoned for computation of pension.

**3. Revision of Pension in respect of officers who retired/expired prior to 01.07.2003 and workmen who retired/expired prior to 01.08.2003**

**3.1 Date of effect:-**

Pension in respect of Officers who retired/expired prior to 01.07.2003 and workmen who retired/expired prior to 01.08.2003 shall be revised with effect from 01.07.2003 and 01.08.2003 respectively in accordance with the principles laid down in Para 3.2 below.

**3.2 Principles for Revision:-**

1. The revised Basic Pension as on 01.07.2003/01.08.2003 will be computed as under:-
  - (a) Add to the Existing Basic Pension as on 30.06.2003/31.07.2003, the following
    - (i) Fitment benefit of 6% of the existing Basic Pension. If it involves fraction of a rupee, it shall be rounded off to the next higher rupee.
    - (ii) 59% of the existing Basic Pension as on 30.06.2003/31.07.2003 as rounded off to the next higher rupee.
  - (b) The total amount arrived at as per Clause (a) above, will be the revised Basic Pension as on 01.07.2003/01.08.2003.
  - (c) While arriving at the revised basic pension as indicated in clause (b) above, a minimum benefit of Rs.200/- over the basic pension plus merged DR at 59% shall be ensured. If in any case, the pension arrived at, does not ensure a benefit of Rs.200/-, the shortage may be added to the pension already arrived at and this will be the final revised Basic Pension.
  - (d) If, in any case, the amount so arrived at is less than the revised minimum pension (Rs.2,400/-) in accordance with para 1.1 above, it shall be enhanced to the level of the revised minimum pension w.e.f 01.08.2006
- 3.3 The provision contained in paragraph 3 will not apply to ex-gratia pensioners and part-time contingent pensioners who are covered by the provisions of paragraph 9 and paragraph 10 below.
- 3.4 Revised pension as worked out under paragraph 3 is not commutable.
- 4. Revision of Family Pension in respect of officers who retired/expired while in service prior to 01.07.2003 and workmen who retired/expired while in service prior to 01.08.2003.**

#### **4.1 Date of effect**

Family Pension in respect of officers who retired/expired while in service, prior to 1.07.2003 and workmen who retired/expired while in service prior to 01.08.2003 shall be revised with effect from 01.07.2003 and 01.08.2003 respectively in accordance with the principles laid down in Para 4.2.

#### **4.2 Principles for Revision**

1. The revised Basic Family Pension as on 01.07.2003/01.08.2003 will be computed as under:-
  - (a) Add to the Existing Basic Family Pension as on 30.06.2003/31.07.2003 the following
    - (i) Fitment benefit of 6% of the existing Basic Family Pension. If it involves fraction of a rupee, it shall be rounded off to the next higher rupee.
    - (ii) 59% of the existing Basic Family Pension as on 30.06.2003/31.07.2003 as rounded off to the next higher rupee.
  - (b) The total amount arrived at as per Clause (a) above, will be the revised Basic Family Pension as on 01.07.2003/01.08.2003.
  - (c) The revision as above is applicable to both normal and higher rates of Family Pension.
  - (d) The minimum Family Pension (Rs.2,400/-), shall be stepped up to the level of revised Basic Family Pension, i.e., Rs.2,400/- w.e.f 01.08.2006.
  - (e) While arriving at the revised Basic Family Pension as indicated in Clause (b), above a minimum benefit of Rs.200/- over the existing Basic Family Pension plus merged DR at 59% shall be ensured. If in any case, the pension arrived at, does not ensure a benefit of Rs.200/-, the shortage shall be added to the pension already arrived at and this will be the final revised Basic Pension.
  - (f) The higher rate of Family Pension will be the higher of the following.
    - (i) Revised Basic Family Pension as at Clause (b) above.
    - (ii) Twice the normal Family Pension as per Clause (d)/(e) above limited to pension as revised vide paragraph 3.2 (b) above.
  - (g) The ceiling on the amount of maximum Family Pension will be 30% of the maximum of the highest scale of pay under State Government i.e., 30% of Rs.33,750/- or Rs.10,125/-. This will be made applicable with effect from 01.08.2006.

## 5. **Dearness Relief (DR)**

- 5.1** Pensioners/Family Pensions are eligible for Dearness Relief at the rate as shown below.

Date of effect	Percentage increase of Dearness Relief	Revised Dearness Relief
From 01.07.2003	Nil	Nil
From 01.01.2004	2% of Pension	2% of Pension
From 01.07.2004	3% of Pension	5% of Pension
From 01.01.2005	3% of Pension	8% of Pension
From 01.07.2005	4% of Pension	12% of Pension
From 01.01.2006	3% of Pension	15% of Pension
From 01.07.2006	5% of Pension	20% of Pension

- 5.2** The payment of Dearness Relief from the date indicated above, shall be made after adjusting excess of Dearness Relief, if any, already sanctioned and paid on pre-revised Pension/pre-revised Family Pension.

## 6. **Ceiling on Death-Cum-Retirement Gratuity (DCRG)**

- 6.1** The ceiling on the maximum amount of DCRG will be raised from Rs.2,80,000/- to Rs.3,30,000 to those who retired on or after 01.08.2006. Those who retired before 01.08.2006 are eligible only for DCRG amount, limited to Rs.2.80 Lakhs only. All other conditions governing payment of DCRG shall remain unchanged.

## 7. **Commutation of Pension and restoration of Commuted Portion of Pension**

- 7.1** The existing rate of 1/3<sup>rd</sup> of the Basic Pension for commutation of pension will be enhanced to 40% of the pension based on the revised pay, in the case of retirement on or after 01.09.2007.
- 7.2** Those who retired from 01.07.2003 to 31.08.2007, are entitled to commute only 1/3<sup>rd</sup> of the pension admissible on the pre-revised pay and they are not entitled to commute 1/3<sup>rd</sup> of the pension admissible on the revised pay. In the case of commutation, already settled cases will not be reopened.
- 7.3** Commuted portion shall be restored after 12 years from the date of commutation, as it exists now, in cases where commutation is done at retirement at the age of 55. In other cases, the turn for restoration will be determined with reference to the commutation factor (rounded) adopted in each case, as at present.

## 8. Medical Allowance to Pensioners & Family Pensioners

Pensioners who have completed 60 Years of age are now in receipt of Medical Allowance of Rs.50/- p.m. This shall be enhanced to Rs.100/- per month and the benefit shall be extended to Family Pensioners also. The allowance at the rate of Rs.100/- will be paid to Pensioner and Family Pensioners with effect from 01.09.2007 irrespective of their age.

## 9. Ex-gratia Pensioners

**9.1** Board has introduced Ex-gratia Pension Scheme to its employees with effect from 01.11.2003 as per B.O. (CM) No.2027/2003 (Estt.VIII/7004/2003) dated 09.12.2003. From 01.08.2006, an increase of 10% in the consolidated amount will be sanctioned to all ex-gratia pensioners who retired prior to 01.08.2006 as given below. They are not entitled to DR on pension.

Completed Year of Qualifying Service	Consolidated Amount (Rs. Per month)	
	Existing	Revised
9 Years	1148	1263
8 Years	1070	1177
7 Years	893	982
6 Years	765	842
5 Years	638	702
4 Years	510	561
3 Years & below	400	440

**9.2** (a) In respect of Ex-gratia pensioners who retired or will retire after 01.08.2006, the revised rates of ex-gratia pension will be as follows:-

Completed Year of Qualifying Service	Consolidated Amount (Rs. Per month)	
	Existing	Revised
9 Years	1148	2160
8 Years	1070	1920
7 Years	893	1680
6 Years	765	1440
5 Years	638	1200
4 Years	510	960
3 Years & below	400	720

(b) They are not entitled to DR on pension

**9.3** The present system of sanctioning the Ex-gratia Scheme shall continue, as at present.

**10. Part-time contingent Pensioners**

**10.1 Revision of Pension /Family Pension in respect of part-time contingent Employees who retired / expired prior to 01.08.2003**

Pension/Family Pension in respect of Part Time contingent Employees who retired/expired prior to 01.08.2003 shall be revised with effect from 01.08.2003 in accordance with the principles laid down herein.

**10.2** The revised Basic Pension/Family pension as on 01.08.2003 will be computed as under:-

(a) Add to the Existing Basic Pension/Family pension as on 31.07.2003, the following.

(i) Fitment benefit of 6% of the existing Basic Pension/Family pension. If it involves fraction of a rupee, it shall be rounded off to the next higher rupee.

(ii) 59% of the existing Basic Pension/ Family Pension as on 31.07.2003 as rounded off to the next higher rupee.

(b) The total amount arrived at as per Clause (a) above, will be the revised Basic Pension/Family Pension as on 01.08.2003.

**10.3** However, a minimum benefit of Rs.125/- shall be ensured, subject to the further condition that such revised pension/family pension shall not be less than the minimum specified in paragraph 10.4 (a) below.

**10.4 Revision of Pension/Family Pension in respect of Part-Time Contingent Employees who retired/expired on or after 01.08.2003**

(a) The rate of pension admissible to the part time contingent employee retiring on or after 01.08.2003 will be on the basis of the revised remuneration in the pay revision order read as 6<sup>th</sup> paper above, subject to the condition that the minimum and the maximum of their pension and family pension will be revised with effect from 01.08.2006 as follows.

	Existing	Revised
Part Time Contingent Pensioners	Rs.	Rs.
Minimum	425	800
Maximum	850	1500
Part-time contingent family pensioners		
Minimum	375	700
Maximum	575	1200

- (b) During the period from 01.08.2003 up to 31.07.2006, they shall continue to get pension/family pension at the same rate as prior to revision.
- (c) Dearness Relief will be paid at the rate as shown below.

Date of effect	Percentage increase of Dearness Relief	Revised Dearness Relief
From 01.07.2003	Nil	Nil
From 01.01.2004	2% of Pension	2% of Pension
From 01.07.2004	3% of Pension	5% of Pension
From 01.01.2005	3% of Pension	8% of Pension
From 01.07.2005	4% of Pension	12% of Pension
From 01.01.2006	3% of Pension	15% of Pension
From 01.07.2006	5% of Pension	20% of Pension

- 10.5** (a) Invalid Pension of Part-time contingent employees of the Board will be enhanced to the minimum of Part-time Family Pension as follows:-

	Existing	Revised
Invalid Pension	Rs.375/-	Rs.700/-

- (b) This shall have effect from 01.08.2006.

### **10.6 Gratuity**

Gratuity will be paid to Part-time contingent employees @ ½ month's basic pay last drawn for every completed years of service, subject to a maximum of 16 ½ times of basic pay, as at present. Dearness Allowance on the date of retirement will be reckoned.

### **11. Payment of Arrears**

- 11.1** The arrears on account of revision of Pension/Family Pension and other pensionary arrears shall be disbursed in cash.

### **12. Authorization of Revised Pensionary Claim**

- 12.1** The revised pensionary claims on account of fixation of pay in the revised scales of pay shall be authorized on the basis of the advance sanction/sanction already communicated to the Accounts Officer, Pension (Authorization), Office of the chief Engineer (HRM), Thiruvananthapuram by the pension sanctioning authorities while settling the original claims of the employees without insisting on fresh sanction. Pension sanctioning authorities will forward to the Accounts Officer, Pension (Authorization), Office of the Chief Engineer (HRM), Thiruvananthapuram all cases of pension requiring revision on the basis of fixation of pay in the revised scales of pay with Service Book, pay fixations statement and a calculation statement showing the revised pensionary benefits. In the case of officers, Accounts Officer, Pension (Authorisation), Office of the Chief Engineer (HRM), Thiruvananthapuram



will revise pensionary benefits based on their pay fixed in the revised scale in terms of these orders.

**12.2** In respect of retirement/deaths prior to the date of pay revision of Officers and workmen as the case may be, application in Appendix – 1 will be given by the pensioner to the Disbursing Officer concerned.

**12.3** Excess if any on account of revision of pensionary benefits will be recovered from the balance of DCRG, arrears of pension, arrears of Dearness Relief and future increase in Dearness Relief in pension.

**13.** The Chief Internal Auditor shall issue a detailed audit circular with illustration in this matter specifying the mode of payment of arrear amount consequent to implementation of the revision.

By Order of the Board

Sd/-

M. Subair,  
**Secretary**

To:

1. The Chief Internal Auditor
2. The Chief Engineer (HRM).
3. The Dy. CE (HRM) II

Copy to :

All Chief Engineers.  
The Financial Adviser/ Chief Vigilance Officer.  
The Legal Adviser and Disciplinary Enquiry Office/The Director (MIS).  
All Deputy Chief Engineers/Executive Engineers/ RAOs  
The Accounts Officer Pension (Sanction)/Pension (Authorization)/Pension (Audit).  
The Deputy Secretary (Admn.)/ PRO  
The Accountant General (Audit), Kerala.  
The TA to Chairman/Member (Transmission)/Member (Generation)/  
Member (Distribution).  
The PA to Member (Finance)/secretary.  
The Record Section.  
The Fair Copy Superintendent.  
Library/Stock File.

Forwarded/ By Order

Senior Superintendent.

**APPENDIX -I****Statement of fixation of pension/family pension in respect of officers who retired/expired prior to 01.07.2003 and workmen who retired/expired prior to 01.08.2003**

1. Name of Pensioners/Family Pensioner :
- With present address
- (Name of deceased employee in case of Family Pensioner may also be noted)
2. PPO No.
3. Designation of the employee at the time of retirement/death:
4. Department from which retired/died :
5. Date of retirement/death while in service :
6. Date of death, in the case if death after retirement :
7. Total Qualifying Service :
8. Scale of pay of post held at the time of retirement/death :
9. Amount of Pension / Family Pension
- |                             |   |            |                |
|-----------------------------|---|------------|----------------|
| as on 30.06.2003/31.07.2003 | : | Pension    | Family Pension |
|                             |   | -----      | -----          |
|                             |   | Higher     | Normal Rate    |
|                             |   | rate up to | There after    |
|                             |   | -----      | -----          |
10. Existing Pension/Family Pension as on 30.06.2003/31.07.2003 :
11. Fitment Benefit 6% of Basic Pension /Family Pension :
12. DR at 59% of Basic Pension /Family Pension :
13. Revised Pension provisionally arrived at (Total of 10 to 12): (i) (ii) (iii)
14. Revised final pension with effect from :  
01.07.2003/01.08.2003 (Please see note (1) below)
15. Fixation of Family Pension
- (a) Higher Rate** of family pension arrived at 13(ii) : Rs. . . . . .  
Limit the amount to the amount of pension at 14 above

**(b) Normal Rate**

The amount of family pension arrived at 13 (iii) : Rs. . . . . .  
 ( Please see note (2) below)

16. Remarks

Signature of Authorized Officer

Place :

Date :

**Note**

- (1) Compare the pension arrived at column No.13, with the total existing pension at columns (10) above and 59% DR thereon. If the difference between the two sums is less than Rs.200/-, the amount, which falls short of Rs.200, may be added to pension at Column No.(13) above. This may be shown as final pension as on 01.07.2003/01.08.2003 at column No. (14).
- (2) Compare the amount of family pension arrived at Column No.15(a) and 15 (b) (HR & NR) with the total existing family pension at Column (10) above and 59% DR thereon. If the difference between the two sums separately for higher rate and normal rate is less than Rs.200, the amount, which falls short of Rs.200/- may be added to the family pension at column No.15(a) and 15 (b) above. This will be the final rate of family pension s on 01.07.2003/01.08.2003.