



## KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

CIN:U40100KL2011SGC027424

**Regd. Office - Vidyuthi Bhavanam, Pattom,  
Thiruvananthapuram, Kerala-695004.**

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### ABSTRACT

Revision of Pay & Allowances of Workmen and Officers of KSEB Limited – Government Approval awaited – Implementation of Long Term Settlement and Officers Pay Revision - Sanctioned – Orders issued.

### CORPORATE OFFICE (PERSONNEL)

**BO (FTD) No. 171 / 2021 (PSI /2617/PR/2018) TVPM , Dated , TVPM 26 /02/2021**

Read :- 1) BO (DB) No.133/2021 (PSI/2617/PR/2018) TVPM dated 15.02.2021.  
2) Note No. PS1/2617/PR/2018 dated 22.02.2021 to the Full Time Directors of KSEB Ltd. (Agenda Item No.92/2/21).

### ORDER

As per the Board Order as read 1<sup>st</sup> above Kerala State Electricity Board Limited has approved a Long Term Settlement with the recognised Trade Unions for revising the Pay and Allowances of Workmen on 15.02.2021 and the same has been forwarded to the Government for formal approval.

The Chief Internal Auditor has been authorised to issue Audit Circular with necessary illustration.

The Long Term Settlement applicable for the workmen is implemented from the date of signing of settlement in anticipation of Government Approval which is being issued later. The revision of Pay and Allowances of the Officers are implemented in KSEB Ltd subject to the formal sanction from the Government.

As the approval for the revision of Pay and Allowances of Workmen and Officers are being granted by the Government after due verification and evaluation of various aspects, pertaining to pay related components which may involve considerable period of time, KSEB Ltd has considered the possibility of implementing the same at the earliest for administrative convenience in anticipation of Government approval which will be obtained subsequently.

The matter was placed before the Full Time Directors as per note read 2<sup>nd</sup> above. Having considered the matter in detail the Full Time Directors meeting held on 25.02.2021.

1) Resolved to implement the Long Term Settlement – 2021 entered into between KSEB Ltd and recognised Trade Unions of Kerala State Electricity Board Ltd in anticipation of Government approval which will be obtained subsequently.

2) Further resolved to implement revision of Pay and Allowances of Officers of KSEB Ltd in anticipation of Government approval which will be obtained subsequently.

Orders are issued accordingly,

**By Order of the Full Time Directors**

**Sd/-**

**Lekha. G**

**Company Secretary in-charge**

To

All Chief Engineers/All Deputy Chief Engineers/All Executive 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 (Electrical) & SCM }/  
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



## MEMORANDUM OF SETTLEMENT

(Under Section 18 of the Industrial Disputes Act, 1947)

### A. Names of Parties

#### Representing Kerala State Electricity Board Limited:

1. Sri. N.S.Pillai IA&AS Chairman & Managing Director
2. Sri. Kumaran P Director (Distribution, IT & HRM)
3. Dr. Rajan P Director (Transmission & System Operation)
4. Sri. R Suku Director (Generation (Electrical) & SCM)
5. Smt. Mini George Director (Planning & Safety)
6. Sri. Ram Mahesh R Chief Personnel Officer

#### Representing Workmen:

<b>I. Kerala State Electricity Board Workers' Association (CITU)</b>	<b>II. United Democratic Electricity Employees' Front</b>	<b>III. Kerala Electricity Workers' Federation (AITUC)</b>
1. Sri. Elamaram Karim, President	1. Sri. Suresh Kumar V, WC Member on behalf of Gen. Secretary	1. Sri. A.N. Rajan, President
2. Sri. Jayaprakash K, Gen. Secretary	2. Sri. Sreekumar B, Treasurer	2. Sri. M.P. Gopakumar, Gen. Secretary
3. Sri. Saju A H, Treasurer	3. Sri. Sudheer Kumar V, Secretary	3. Sri. P James Raphel, Work. President
4. Sri. Harilal S, Vice President	4. Sri. Sunil Kumar K P, Joint Secretary	4. Sri. K R Mohandas, Treasurer
5. Sri. P N Pradeep, Vice President	5. Sri. Jose A X, Joint Secretary	5. Smt. Kavitha Rajan, Vice President
6. Sri. Unnikrishnan C, Vice President	6. Sri. Sajeev C S, Organizing Secretary	6. Sri. Jacob V Lasar, Secretary
7. Sri. Sajeevkumar MP, Joint Secretary	7. Sri. Nazeer M P, W C Member	7. Sri. P S Pradeep, Secretary
8. Sri. Davis A P, Office Bearer	8. Sri. Abdulkhader, WC Member	8. Sri. K. Anil, Secretary

### Short recital of the case

The Kerala State Electricity Board Limited had entered into a Long Term Settlement with the three recognized Trade Unions on 17.02.2016 revising the then existed wages and allowances and service conditions of all categories of workmen with effect from 01.08.2013. This settlement was executed for a period of five years and it expired on 31.07.2018.

As per the Tripartite Agreement signed among Government of Kerala, Kerala State Electricity Board Limited and Trade Unions & Associations of Officers in Kerala State Electricity Board Limited on 01.08.2014 the transferee shall make all payments due to the personnel in the same manner and on the same terms and conditions that existed prior to re-vesting subject to relevant Long Term Settlement negotiations and agreements entered into from time to time and the payment of Terminal benefits shall be administered through the Master Trust.

As per Section 18(3) of the Industrial Disputes Act, 1947 those Trade Unions representing majority of workmen can enter into an agreement with the Employer and such settlements are applicable



to all employees of the Organisation. In the referendum conducted in the Kerala State Electricity Board Limited on 20.10.2015 Kerala State Electricity Board Workers' Association, United Democratic Electricity Employees' Front and Kerala Electricity Workers' Federation have secured 47.50, 24.83 and 16.51% of total votes polled respectively, and qualified to be constituent members of the Joint Bargaining Council as prescribed in the Kerala Trade Unions Recognition Act, 2010 and thereby these Trade Unions became eligible to represent the workmen of Kerala State Electricity Board Limited. Certain Trade Unions including recognised Trade Unions demanded revision of wages and submitted their Charter of Demands to the Kerala State Electricity Board Limited after the expiry of the Long Term Settlement dated 17.02.2016.

The Kerala State Electricity Board Limited constituted a Pay Revision Committee with Dr.Rajan.P, Director (Transmission & System Operation) as Chairman, Sri.Ram Mahesh R, Chief Personnel Officer as Convenor, Smt.Lekha G, Chief Internal Auditor, Sri.Mohanakumar B V, Deputy Chief Engineer, O/o the Director (Distribution & IT), Sri.Anil Rosh T S, Deputy Chief Accounts Officer, O/o the Financial Advisor as its members for conducting negotiation with the Trade Unions.

The Committee started negotiation on the Charter of Demands with the Unions from 27.01.2021. Thereafter a series of discussions were held on various dates and decisions are mutually arrived at as hereunder:

### **Terms of Settlement**

Settlement made and entered into this the **Fifteenth day of February, Two Thousand Twenty One** between the Kerala State Electricity Board Limited (hereinafter referred to as the KSEBL), Thiruvananthapuram as party of the first part and Kerala State Electricity Board Workers' Association, United Democratic Electricity Employees' Front and Kerala Electricity Workers' Federation and certain other registered Trade Unions functioning in KSEBL (hereinafter referred to as the 'Unions') as parties of the second part.

### **Witnesseth**

Whereas it is the intention and purpose of the parties hereto to promote and improve industrial relations between KSEBL and its Workmen, to establish a basic understanding relating to wage, staff pattern and other conditions of employment, to create an atmosphere for amicable settlement of all disputes and grievances and to achieve the highest level of organizational performance consistent with safety and good health:

Whereas this agreement has been negotiated by the parties and has provided new methods of procedure:

Whereas in view of the experience of the previous awards and Long Term Settlements, it has been felt necessary by the parties to renew methods of procedure for avoiding disputes and now,



therefore in consideration of the above and in further consideration of mutual benefits and advantages to be derived there from, the parties hereto mutually agree as follows:

## **Article – I**

### **Purpose and Intent of the Settlement**

1. The Purpose of this agreement is to provide orderly collective bargaining relations and to maintain harmonious relationship between the workmen and the KSEBL.

2. For achieving the above objectives, the KSEBL and the Unions agree to encourage the highest possible degree of friendly and cordial relationship among their respective representatives at all levels and with all workmen.

## **Article - II**

### **Scope of the Settlement**

This settlement shall apply to all the workmen of the KSEBL as defined under section 2(p) of the Industrial Disputes Act, 1947 and the Unions and the KSEBL shall be bound by the terms of the settlement for the full period thereof and all workmen under the KSEBL shall be entitled to the benefits as laid down in this Settlement.

## **Article- III**

### **Rights and Responsibilities**

It is agreed that the respective rights and prerogatives of the management and the workmen shall be respected by both parties and that effective steps shall be taken from both sides to discharge the joint responsibilities for the fulfilment of the objectives of the Settlement.

## **Article-IV**

### **Wages and Salaries**

#### **A. Revised Scale of Pay**

- a. It is agreed that the scales of pay will be revised as shown in Annexure-I.
- b. The revised scales of pay will have effect from 01.08.2018.

#### **B. Rules of Fixation in the revised scales of pay**

- a. All workmen who are in service as on 01.08.2018 shall come over to the revised scale of pay with effect from 01.08.2018. There will be no option facility for this pay revision.
- b. The pay in the revised scale as on 01.08.2018 will be the corresponding revised pay stage of pre-revised pay as on 31.07.2018 as provided in Annexure-II. However, if the



corresponding revised stage is less than the minimum of the revised scale of pay of the post, the pay will be fixed at the minimum of the revised scale of pay.

- c. All appointments and promotions made on or after 01.08.2018 shall be deemed to have been made in the revised scale of pay, and pay will be regulated accordingly.
- d. The existing pay for the purpose of fixation of pay will be the basic pay drawn as on 31.07.2018 in the pre-revised scale of pay.
- e. The pre-revised scale of pay for the purpose of fixation of pay under these rules, is the scale of pay immediately prior to 01.08.2018.
- f. Stagnation increment existing in the pre-revised pay scale will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increment in the revised scale of pay.
- g. In the case of a workman enjoying Personal Pay and stagnation increments in the pre-revised pay scale, Personal Pay will be retained in the revised pay scale by multiplying the Personal Pay in the pre-revised scale with a factor of 1.30 and rounded to the next multiple of 10. This Personal Pay will be absorbed in future increase in pay due to promotion and higher grade promotion, if any. But stagnation increment will be retained as provided under clause 'f' above.
- h. If the amount so arrived by multiplication of Personal Pay by the factor provided is a multiple of 10 or 100 as the case may be, the amount will not be rounded off to the next multiple.
- i. The existing date of increment shall not undergo any change. In all cases where the minimum of the scale of pay of a workman is greater than the pay stage eligible with effect from 01.08.2018 in accordance with the Annexure-II, the date of next increment will be on completion of one year of service from that date.
- j. In the case of a workman who is on deputation / foreign service and has opted for the pay of the deputation post or is on Leave Without Allowances or is under suspension as on 01.08.2018, his pay will be fixed under these rules on the date of his rejoining duty on the basis of pay last drawn immediately before 01.08.2018.
- k. A workman whose increment is withheld for want of declaration of probation as on 01.08.2018 will be allowed the benefit of pay revision on the basis of pay actually drawn on 31.07.2018 and he will continue on that pay till the date of effect of declaration of probation. The pay so fixed will be revised to the corresponding stage in accordance with Annexure-II on declaration of probation, notionally counting the increment accrued but

withheld. Monetary benefit of revision of fixation will be admissible only from the effective date of declaration of probation. He will draw his next increment on the date in which the normal increment falls due.

- l. Maximum number of stagnation increments allowed in the revised scale will be six, out of which five will be annual and the sixth will be biennial.
- m. 'Service Pay' will be given at the rate of 0.2 % (zero point two percentage) of revised pay arrived as per clause B(b) under Article IV as on 01.08.2018 for each completed year of service, subject to a minimum of Rs.100/- and a maximum of Rs.4000/-. The Service Pay will continue without any change up to next pay revision or retirement, whichever is earlier. This Service Pay will be retained separately. This Service Pay is treated as Pay for the purpose of calculating Dearness Allowance, Earned Leave Surrender, Pension and Terminal benefits only. The Service Pay will not be reckoned for claiming any other allowances.
  - i. For computing Service Pay, the actual effective service rendered in KSEBL will only be considered.
  - ii. The service not counted for normal increments will not be considered as service for computing Service Pay.
  - iii. The completed year of service will be computed based on the service completed as on 31.07.2018. Fraction of a year will not be counted for calculating Service Pay.
- n. Protected amount available as on 31.07.2018 as per previous Long Term Settlements will be discontinued.
  - i. All types of Protected Amount drawn up to February 2021 as per previous Long Term Settlements will not be recovered.

## **Article – V**

### **Allowances**

#### **1. Dearness Allowance**

The revised scale of pay has been formulated after merging the full Dearness Allowance of 30% as on 01.07.2018 with the Basic Pay. That is, 287.17 points of AICPI (IW) (2001=100) has been neutralised and 287.17 points of AICPI (IW) shall be taken as the Index Factor for calculating further Dearness Allowance with effect from 01.01.2019. Therefore the new formula to be adopted for the calculation of further Dearness Allowance is as follows:

$$\text{Dearness Allowance} = \frac{(\text{Average AICPI for the past 12 months} - 287.17) \times 100}{287.17}$$



Accordingly the rates of Dearness Allowance admissible with effect from 01.01.2019 will be as follows:

Date	Rate of DA (%)	Total DA (%)
01/01/2019	3	3
01/07/2019	4	7
01/01/2020	4	11
01/07/2020	3	14

**Note:-**

a) Dearness Allowance will be revised during the months of January and July of every year based on the formula given above.

**2. House Rent Allowance**

House Rent Allowance will be given at the revised rates as given below:

Sl. No	Classification of Cities	Percentage of Basic pay	Minimum (Rs.)/ Month	Maximum (Rs.)/ Month
1	A	10	2300	10000
2	B	8	2000	8000
3	C	6	1500	6000
4	D	4	1200	4000

**Note:-**

a) Class A: The Corporation limits of the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur, and in addition, offices situated at the Forest Complex, Mathottam, Kozhikode and offices situated within a radius of 3 kilometres from Civil Station, Kakkanad.

b) Class B: The Municipalities at District Headquarters.

c) Class C: All Municipalities other than those at District Headquarters.

d) Class D: All Panchayaths.

e) A workman working within 1 kilometer from Corporation limit and drawing HRA at Corporation rates will be assured 10% hike in the existing amount of HRA or the new rate applicable to their places, whichever is higher.



f) A workman working in New Delhi will be eligible for House Rent Allowance at Government of India rates as applicable at New Delhi.

g) For the purpose of HRA, basic pay as on the 1<sup>st</sup> day of the month only will be reckoned, and change in pay in the middle of a month will not be considered.

### 3. Medical Allowance

The existing rate of medical allowance of Rs.75/- per month will be revised to Rs.100/- per month with effect from 01.08.2018.

#### Note:-

a) In the case of workmen drawing Medical Allowance, reimbursable claims for medical expenses amounting to Rs.500/- and above at a time will only be admitted for reimbursement with effect from 01.04.2021. Reimbursable claims below Rs.500/- at a time will not be admitted. Further, while reimbursing the admissible medical claims of and above Rs.500/-, the amounts, if any, already drawn as Medical Allowance for the month/months covering the period of the claim will be deducted from the total reimbursable amount. For this purpose, part of a month will be counted as a full month.

b) The revised schemes for reimbursement of medical expenses consequent to accidents to workmen who come under the Workmen's Compensation Act, 1923 will be continued.

c) Full reimbursement of medical expenses (excluding food) will be provided to KSEBL employees for their treatment in connection with accident occurred during the course of employment. The amount charged by the Hospital towards food expense met by the patient and one bystander will only be reimbursed up to a maximum of Rs.600/- day. The reimbursement of food expenses incurred by the bystander is restricted to Rs.300/- per day.

### 4. Hill Tract Allowance

Hill Tract Allowance will be paid to eligible employees at the rates given below:

Existing Pay range (Basic Pay)	Revised Pay range (Basic Pay)	Existing rate /Month (Rs.)	Revised rate /Month (Rs.)
Up to 18812	Up to 26500	300/-	350/-
18813 - 29811	26501 - 41600	450/-	500/-
29812 and above	41601 and above	500/-	550/-

**Note:-**

- The areas where Hill Tract Allowance is payable is specified in Appendix IX, KSR Vol.I and other places notified by the Government to be eligible for Hill Tract Allowance.
- This allowance will not be paid in areas where Project Allowance or Hydel Area/Operation Allowance is payable.

**5. Hydel Area Allowance/Operation Allowance**

This allowance will be paid at the revised rate based on the pay ranges as given below for all workmen working in hydel project area and to operating staff in the generating station.

<b>Existing Pay Range (Basic Pay)</b>	<b>Revised Pay Range (Basic Pay)</b>	<b>Existing Rate/Month (Rs.)</b>	<b>Revised rate /Month (Rs.)</b>
Up to 23726	Up to 33100	450/-	500/-
23727 – 26286	33101 - 37600	525/-	600/-
26287 - 38500	37601 - 54500	640/-	700/-
38501 and above	54501 and above	750/-	850/-

**Note:-**

- This allowance will be paid to workmen working in offices situated in places appended to this Long Term Settlement as Annexure-III.
- This allowance shall be paid at a higher rate of 125% of normal rate for workmen on completion of three years of continuous service in hydel project areas & generating stations.
- Those workmen engaged in KDPP will also be eligible for Operation Allowance
- Hydel Area Allowance and Operation Allowance will not be paid together.

**6. Project Allowance**

Project Allowance now being paid at the rate of 10% of basic pay subject to a maximum of Rs.2000/- per month is revised to Rs.2500/- per month. This allowance will be paid to workmen working in projects under construction. Project Allowance and Hydel Area Allowance shall not be paid together.

**Note:-**

Project Allowance shall be discontinued upon completion of the projects under construction. In the case of Hydel Project, if the workman continues to work in the hydel project after completion of the construction of the project he will be eligible for Hydel Area Allowance.

## 7. Investigation Allowance

Investigation Allowance will be revised at the rate Rs.2000/- per month.

### Note:-

Workmen actually engaged in investigation duties in field alone will be eligible for this allowance. Investigation Allowance will be eligible till the completion of the investigation duties and the submission of final report.

## 8. Allowance to Office Attendants

a) The rate of Local Delivery Allowance now being paid at Rs.100/- per month to the Office Attendants is revised to Rs.125/- per month.

b) Extra Duty Allowance now being paid at the rate of Rs.250/- per month to the Office Attendants attending to the works in the Office of the Chairman and Managing Director, Full Time Directors, LA & DEO, Chief Vigilance Officer, Secretary (Administration) and Company Secretary will be enhanced to Rs.275/- per month.

c) Office Attendants attached to the above Offices are eligible for both allowances.

## 9. Spread Over Allowance

Spread Over Allowance will be paid to the following categories of posts in the Break Down Wing of Electrical Sections as shown below:-

Categories	Existing Rate/Month (Rs.)	Revised Rate/Day (Rs.)
Lineman Gr. II / Lineman Gr. I	380/-	90/-
Overseer	400/-	100/-
Sub-Engineer	420/-	130/-

### Note: -

a) Workmen in the Break Down Wing of Electrical Section shall only be engaged for spread over duty.

b) One Sub Engineer, One Overseer and Two Linemen shall only be engaged for spread over duty per day.

c) Workmen who are engaged for spread over duty beyond their normal duty hours are only eligible for this allowance. The details of their engagement for spread over duty shall be recorded in the duty register invariably.

**Note:-**

Spread Over Allowance of workmen from 16<sup>th</sup> of previous month to 15<sup>th</sup> of current month will be preferred in the pay bill of the current month as per the details furnished in the duty register regarding their engagement for Spread Over duty.

d) In Electrical Sections, staff under Break Down Wing has to attend the spread over duty. In case of exigencies, the field staff under Revenue and Capital & Maintenance wing are bound to attend the duties assigned and Spread Over Allowance will be given at the rate as specified above. Workmen working in Sub Engineer Office / Overseer Office and Transformer Field Repairing Units are also eligible for this allowance.

e) Sub Engineer Trainees in Electrical Sections where shift duty is not in vogue are also eligible for this allowance.

f) Workmen posted for duty in the Communication Units, Relay Units, PET and for maintenance duty in Sub Stations and Generating Stations are eligible for Spread Over Allowance at the rate as given below.

Categories	Existing Rate/Month (Rs.)	Revised Rate/Month (Rs.)
Lineman Gr. II / Lineman Gr. I	380/-	450/-
Overseer	400/-	475/-
Sub-Engineer	420/-	500/-

g) Executive staff up to Sub Engineers who are actually engaged in the EHT line maintenance work and who are members of the Breakdown Wing are eligible for Spread Over Allowance at the same rate as specified above. Electricity Workers in the Break Down Wing of EHT Line Maintenance are eligible for Spread Over Allowance at the rate of Rs.300/- per month.

h) This allowance will not be payable where overtime wages are being paid to such categories.

**10. Extra Duty Allowance to Drivers**

Extra Duty Allowance now being paid to Drivers at the rate of Rs.500/- per month will be enhanced to Rs.550/- per month.

## 11. Shift Duty Allowance

Shift Duty Allowance will be paid to the following categories of posts at the revised rates as shown below.

Categories	Existing rate/ Month (Rs)	Revised rate/ Month (Rs)
Lineman Gr. II / Lineman Gr. I	120/-	150/-
Overseer	125/-	175/-
Sub-Engineer	130/-	200/-
Customer Relation Assistant (Centralised Customer Care and Call Centre)	120/-	150/-

### Note:-

- This allowance is payable to those workmen who are required to work in shifts including night shifts.
- This allowance at the above rates is payable to the workmen working in Control Rooms also.
- Workmen are not eligible to draw Shift Duty Allowance and Spread over Allowance together.
- This allowance is applicable only where three shifts are in operation.

## 12. Uniform Allowance

‘Uniform Allowance’ will be paid on an annual basis to the following categories of employees who are required to wear uniform at the revised rate as shown below.

i. Category	Existing Rate/Year (Rs.)	Revised Rate /Year (Rs.)
Male & Female	3000/-	3500/-
Workmen in KDPP (limited to those who are regularly in contact with oil)	2800/-	
Cleaning Assistant	3000/-	

### Note:-

- An amount of Rs.600/- per year will be paid to workmen working in Transformer Maintenance Units in TMR Divisions as Shoe Allowance.
- Boiler Suit (one set per workman) will be provided for those working in the boiler room in KDPP. One set of boiler suit will be retained in the Office for the use of supervisory staff.

c) Uniform Allowance will not be paid to those workmen who are not wearing the prescribed uniform during duty hours.

d) The payment will be made during July every year based on a certificate regarding wearing of uniform from the Controlling Officer.

e) The Controlling Officers shall discontinue sanctioning of Uniform Allowance and recover the allowance sanctioned earlier, if a workman does not wear uniform during duty time.

f) Drivers are also eligible for Uniform Allowance subject to conditions stated in (c), (d) and (e) above.

g) Instructions issued by KSEBL from time to time with regard to wearing of Uniform shall be strictly followed.

### **13. Night Duty Allowance**

The existing rate of Rs.25/- per full night duty will be revised to Rs.50/- per full night duty. This allowance is not payable where Shift Duty Allowance is paid.

**Note:-**

Eligible Night Duty Allowance of workmen from 16<sup>th</sup> of previous month to 15<sup>th</sup> of current month will be preferred in the pay bill of the current month.

### **14. Cash Security Allowance**

Cash Security Allowance now being paid at the rate of Rs.150/- per month will be revised to Rs.175/- per month.

### **15. Warm Clothing Allowance**

The existing allowance for purchasing woollen blankets paid at the rate of Rs.750/- once in two years will be enhanced to Rs.850/- once in two years. This allowance will be paid to employees working in offices situated in places appended to this Long Term Settlement-Annexure-IV.

### **16. Line Construction Allowance**

Line Construction Allowance now being paid at the rate of 100/- per month will be revised as Rs. 125/- per month.

**Note:-**

a) Line Construction Allowance will be paid to those workmen who are actually engaged in the construction / maintenance of Lines having voltage level of and above 33 kV and to those working in Sub Stations.



b) Workmen in receipt of Conveyance Allowance (as specified in Item No. 19 of Article V) or any other Construction Allowance will not be entitled to Line Construction Allowance.

### **17. Store Allowance**

Store Allowance will be paid to the following categories at the rates as shown below.

<b>Categories</b>	<b>Existing Rate/Month (Rs.)</b>	<b>Revised Rate/Month (Rs.)</b>
Electricity Worker (working in store from 08.00 AM to 05.00 PM)	100/-	110/-
Senior Assistant ( working in store from 08.00 AM to 05.00 PM)	100/-	110/-
Sub Engineer ( working in store from 08.00 AM to 05.00 PM)	125/-	140/-

**Note:-**

Heavy Duty Allowance now being paid to Electricity Workers in stores is renamed as Store Allowance.

### **18. Technical Allowance**

Technical Allowance will be paid to the following categories of posts at the rates as shown below.

<b>Categories</b>	<b>Existing Rate/ Month (Rs.)</b>	<b>Revised Rate/ Month (Rs.)</b>
Overseer (Civil) & (Electrical) working in DB	45/-	50/-
Sub Engineer working in DB	50/-	60/-

### **19. Conveyance Allowance**

a) The Conveyance Allowance now being paid to the Electricity Workers and Executive Staff, including Meter Readers in the Distribution Sections, will be revised from Rs.400/- to Rs.500/- per month irrespective of the mode of conveyance used.

b) Senior Assistants of Regional Audit Offices, System Supervisors and Nodal Officers (Litigation) are also eligible for this allowance at the above mentioned rate under clause (a).

c) The rate of Allowance for those employees working under the Break Down Wing in Electrical Section Offices will be enhanced from Rs.450/- per month to Rs.700/- per month.



d) The rate of Conveyance Allowance to physically challenged regular employees now being paid at the rate of Rs.1000/- per month is revised to Rs.1100/- per month.

**Note:-**

Except in the case of physically challenged regular employees, the allowance is intended to compensate the expenses met for travel within a distance of 8 kilometers from headquarters to discharge their duties in their respective areas of work. The other conditions for payment of this allowance will remain unaltered.

**20. Isolated Area Allowance**

Isolated Area Allowance will be paid at the following isolated areas at the revised rates as shown below.

Area	Existing Rate/Month (Rs.)	Revised Rate/Month (Rs)
Sholayar Poringalkuthu Moozhiyar Kochu Pampa Idamalayar Kakkayam Triveni Pampa Mankulam	10% of the basic pay subject to a maximum of Rs.1750/-.	Rs.2500/-

**Note:-**

- This allowance will be paid at a higher rate of 125% of normal rates for workmen on completion of 3 years of continuous service in the above areas.
- This allowance will also be applicable to other isolated areas as notified by the KSEBL from time to time.
- This allowance will be paid only to those workmen who are actually performing duty at the above places.
- Workmen drawing Isolated Area Allowance are eligible for Hydel Area Allowance, Project Allowance and Operation Allowance subject to other conditions applicable.

**21. Spectacle Allowance**

The Spectacle Allowance of Rs.1200/- now being paid to the workmen will be revised to Rs.3000/- once in 5 years.



**Note:-**

This allowance will be paid based on a declaration furnished by the workmen along with the cash bill to the effect that the spectacle has been purchased for his own use. The present practice of entering the receipt of this allowance in the Service Book of the workmen will be strictly followed.

**22. Tunnel Allowance**

Tunnel Allowance now being paid at the rate of Rs.225/- per month will be revised to Rs.250/- per month.

**Note:-**

a) This allowance will be paid to workmen posted to work in the Tunnel/Pressure Shaft Construction on a regular basis with full time duty in the underground construction site for a minimum period of 14 days in a month.

b) This allowance will also be paid to workmen performing duty inside the underground power station at Moolamattom who work on regular basis with full time duty in the power station for a minimum period of 14 days in a month.

**23. Special Allowance to workmen engaged for duties in other posts**

The workmen below the rank of Meter Reader who are engaged for Meter Reading (Spot Billing), workmen below the rank of Cashier who are engaged as Cashier Trainees and workmen below the rank of Sub Engineer engaged as Sub Engineer Trainees will be paid an amount equal to two increments they are actually drawing in their respective scales of pay as Special Allowance during the period of such engagement.

This allowance will be discontinued from the date of disengagement of workmen from the above duties.

**24. Education Allowance to parents of differently abled children**

This allowance now being paid at the rate of Rs.750/- per month is revised to Rs.900/- per month to those employees whose differently abled child/children are undergoing studies in Special/General Schools.

**25. I T Allowance for Programmers, Software Testers and System Supervisors**

a) IT Allowance now being paid to employees who are actually performing duties as Computer Programmers is revised as follows:

i) Allowance to the Programmers having IT qualification (BSc Computer Science, BCA, B.Sc (IT), MCA, M.Sc Computer Science, PGDCA, B.Tech in Computer Engineering



recognized/approved by the Department of Technical Education, Government of Kerala/Universities in Kerala) is revised to Rs.1800/- per month.

ii) Allowance to the Programmers having no prescribed IT qualification will be revised to Rs.1250/- per month.

**Note:-**

The Software Testers working in the IT Wing is also eligible for IT Allowance at the revised rates as specified above.

b) IT Allowance now being paid to System Supervisors will be revised as follows:

i) Allowance to the employees having IT qualification as prescribed above is revised to Rs.600/- per month

ii) Allowance to the employees having no prescribed IT qualification is revised to Rs.350/- per month.

**26. The following Allowances discontinued as per the Long Term Settlement dated 11.08.2000 will continue to be paid to those workmen who are drawing the same as per the provisions of LTS 2007, 2011 and 2016 will continue to get these allowances until they are relieved/ transferred from the existing post.**

Law Allowance, Higher Qualification Allowance for Account Test (Higher) holders, Special Pay for Typists & Stenographers holding prescribed Higher Qualifications, Higher Qualification Allowance to Executive Staff, Headquarters Extra Duty Allowance and Special Allowance to:

a) Stenographer attached to the office of the Chairman & Managing Director, Full Time Directors, Secretary, Public Relations Officer, Chief Engineer (HRM) and Deputy Chief Engineer - (HRM-I).

b) Office Attendants attending to Financial Adviser, Public Relations Officer and Chief Personnel Officer.

**27. Hotline Allowance:**

This Allowance will be paid to the following categories of workmen in Hotline Wing.

Designation	Existing Rate / Month	Revised Rate / Month
Sub Engineer Overseer Lineman Electricity Worker	15 % of Basic Pay subject to a maximum of Rs.5000/-	Rs. 5500/-



**28. New Delhi Allowance:**

The following Allowances now being paid to workmen employed in the Liaison Office, New Delhi are revised as follows:

Sl No.	Particulars	Existing Rate	Revised Rate
1	New Delhi (Capital) Allowance	10% of Basic pay subject to a maximum of Rs.8000/- per month.	10% of Basic pay subject to a maximum of Rs.9000/- per month.
2	Warm Clothing Allowance	Rs.5000/- once in 4 years.	Rs.5500/- once in 4 years.
3.	Educational Allowance	Rs.600/- per month per child for 2 children irrespective of place of study.	Rs.700/- per month per child for 2 children irrespective of place of study.
4	Leave Travel Concession to home town.	LTC once in 2 years for visiting home town with family and once in a year for employee travelling alone.	LTC once in 2 years for visiting home town with family and once in a year for employee travelling alone.

**29) Oil Allowance**

Oil Allowances will be paid at the rates as given below.

Pay Range	Rate / Month (Rs.)
Up to 27400	50
27401 - 43600	70
43601 and above	90

**Note:-**

a) Dust Allowance, Chemical Allowance and Thermal Allowance now being paid will be discontinued with effect from 01/03/2021.

b) Oil Allowance will be given to workmen under Transformer Maintenance Sub Division.

**30. The following Allowances given as per the Long Term Settlement 2011 will continue to be paid to those employees who are drawing the same until they are relieved/ transferred from the existing post.**

1. Heavy Duty Allowance for Mobile Crane, Heavy Truck, HEME and HCE Operators.
2. Special Allowance to Duplicator Operators/Blue Printers/Office Attendants.
3. High Speed Allowance for Typists & Stenographers.

**Note:-**

The workmen who are claiming allowance at present as per serial No.1 & 2 above are permitted to draw the same only if they actually operate the equipment/machine.

**31. Funeral Expenses**

Funeral expenses amounting to Rs.7500/- payable to family members of the employee who dies in harness is revised to Rs.10000/- which will not be recovered from any amount payable to the legal heirs.

**General**

- (a) Payment of allowances to workmen will be limited to any of the two allowances only at their choice in addition to DA, HRA and Medical Allowance. Workmen working in projects, hydel areas and isolated areas will be paid any of the three allowances at their choice in addition to DA, HRA, and Medical Allowance, subject to conditions under clauses 5(d) and 6 of Article V of this settlement.
- (b) Conveyance Allowance, Spread Over Allowance, Night Duty Allowance, Tunnel Allowance, Headquarters Extra Duty Allowance to Drivers and Allowances payable annually or once/twice in service/ once in 5 years and Educational Allowance to parents of differently abled children are exempted from the above restriction in (a) above.
- (c) A declaration from the Workmen concerned expressing his/her choice of allowances should be obtained and pasted in the Service Book. The Drawing Officer should also record the total allowances so opted in the Service Book of the employee.
- (d) The existing rate of Charge Allowance for holding full additional charge is 4% of the minimum of the scale of pay attached to the additional post and that for discharging current duties is 2% of the minimum of the scale of pay of additional post. The existing rates and conditions will continue in the revised scales.

**Article – VI****A. Date of Effect and Drawal of Arrears****a. Date of Effect**

- i. Pay (including Stagnation increments, Personal Pay and Service Pay), Dearness Allowance and Medical Allowance at the revised rates will be paid from 01.08.2018.
- ii. The revised pay and allowances at the revised rates will be paid from 01.04.2021 with the salary of March 2021.



- iii. All revised Allowances will have effect from March 2021 onwards.
- iv. City Compensatory Allowance now being paid will be discontinued with effect from 01.03.2021.

**b. Drawal of Arrears**

- i. The arrears from 01.08.2018 to 31.12.2020 will be credited to the respective GPF account of the workmen in four instalments each at 25% on 01.06.2021, 01.01.2022, 01.06.2022 and 01.01.2023. The Pay Revision arrears pertaining to those employees who retire before crediting any of the pending instalments to be credited in to the GPF Account will be disbursed in cash at the spell of 3 months from the date of retirement. The arrears from 01.01.2021 will be paid in cash.
- ii. Income tax liability towards the arrears accrued for the period from 01.08.2018 to 31.12.2020 will be recovered from the pay revision arrears and the balance only be credited to the GPF Account. If the employee opts otherwise, the entire amount of arrears will be credited to the GPF Account.
- iii. No withdrawals other than the final withdrawal will be allowed from the arrears of pay and allowances thus credited to the GPF account till 01.04.2025. The employees in whose cases it is not obligatory to maintain GPF account will be paid the entire arrears in cash in 4 instalments each at 25% during May 2021, September 2021, December 2021 and March 2022. Those employees who have already retired or relinquished KSEBL service after 01.08.2018 will be paid the entire arrears in cash in 4 instalments each at 25% during May 2021, September 2021, December 2021 and March 2022.

**Article – VII**

**A. Staff Pattern**

- a. A Committee will be constituted within one month from the date of this settlement for discussion with recognised Trade Unions for improving the service quality, organizational effectiveness and optimisation of man power. The implementation of the decision arrived thereon will be completed within the time frame fixed by the Committee.
- b. Special Rules governing the appointments, promotions etc. in KSEBL will be finalized within six months from the date of this settlement, after discussion with recognised Trade Unions.



## Article – VIII

### Work Norms and Incentives

The work norm of Meter Readers is revised as follows:

Area	Present Norm / Day	Revised Norm / Day
City	80	160
Urban	80	140
Semi Urban	70	120
Rural	60	100
Remote	40	70

The classification of area will be determined by the Board later and its orders will be issued separately. The revised norms will come in to effect from the date specified in the above Board Order. The conditions for claiming Incentive Allowance in respect of Meter Readers, rates and its payment conditions will continue as such for the time being. It will be reviewed after discussion with the Recognised Trade Unions on introduction of new technology in metering.

**Note:**

All existing work norms and staff pattern are subject to revision based on the discussion with the recognised Trade Unions by the Committee constituted as per Article VII (a) for this purpose.

## Article – IX

### P.T.C Employees

#### Wage Revision

#### A. Scales of Pay

Area to be swept	Existing Scale of Pay	Revised Scale of Pay
Up to 300 sq.mts	8500-250/7-10250-290/7- 12280-325/7-14555-360/7- 17075 (28 Years)	12200-350/7-14650-410/7- 17520-460/7-20740-510/7- 24310 (28 Years)
301 sq.mts to 800 sq.mts	10250-290/7-12280-325/7- 14555-360/7-17075-450/7- 20225 (28 years)	14650-410/7-17520-460/7- 20740-510/7-24310-630/7- 28720 (28 Years)



## **B. Rules of Fixation**

- a. The revised scales of pay will come into force with effect from 01/08/2018.
- b. All employees who were in the service as on 01.08.2018 shall come over to the revised scale of pay with effect from 01.08.2018.
- c. The pay in the revised scale as on 01.08.2018 will be the corresponding revised pay stage of the pre-revised pay as on 31.07.2018 as provided in Annexure V.
- d. All appointments made on or after 01.08.2018 shall be deemed to have been made in the revised scale of pay and their pay will be regulated accordingly.
- e. The existing emoluments for the purpose of this rule will be the basic pay drawn as on 31.07.2018 in the pre-revised scale of pay.
- f. Existing scale of pay for the purpose of these rules is the scale of pay immediately prior to 01.08.2018.
- g. Stagnation increment, if any, existing in the pre-revised pay scale will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increment in the revised pay scale.
- h. The existing date of increment shall not undergo any change.
- i. Since the scale of pay of Part Time Contingent Employees is fixed according to the area to be swept, the scale of pay will be changed in accordance with the change in sweeping area.
- j. In the case of an employee is on Leave Without Allowance or under suspension as on 01.08.2018, his/her pay will be fixed under these rules on the date of his/ her rejoining duty on the basis of pay last drawn immediately before 01.08.2018.
- k. In the case of an employee who is continuing on LWA on 01.08.2018, his/her pay will be fixed in the revised scale as on the date of return from leave, on the basis of pay last drawn before entering on leave.

- l. Maximum stagnation increments allowed in the revised scale will be six, out of which five will be annual and the sixth one will be biennial.
- m. 'Service Pay' will be given at the rate of 0.2 % (zero point two percentage) of revised pay arrived as per clause B (c) under Article IX as on 01.08.2018 for each completed year of service, subject to a minimum of Rs.100 and a maximum of Rs.4000. The Service Pay will continue up to next pay revision or retirement without any change, whichever is earlier. This Service Pay will be retained separately. This Service Pay is treated as Pay for the purpose of calculating Dearness Allowance, Earned Leave Surrender, Pension and Terminal benefits only. The Service Pay will not be reckoned for claiming any other allowances.
  - i. For computing Service Pay, the actual effective service rendered in KSEBL will only be considered.
  - ii. The service not counted for normal increments will not be considered as service for computing Service Pay.
  - iii. The completed year of service will be computed based on the service completed as on 31.07.2018. Fraction of a year will not be counted for calculating Service Pay.
  - iv. In the case of PTC employees, 50% of the completed years of service as arrived as per clause (iii) above will be the actual effective service.

### **Article - X**

#### **Allowances to PTC Employees**

##### **1. Dearness Allowance**

Dearness Allowance will be paid at the following rates in the revised scale.

Date	Rate of DA (%)	Total DA (%)
01/01/2019	3	3
01/07/2019	4	7
01/01/2020	4	11
01/07/2020	3	14

##### **Note:-**

Dearness Allowance will be revised during the months of January and July of every year as in the case of regular workmen.





2. **House Rent Allowance**

This allowance will be revised from Rs.375/- per month to Rs.600/- per month.

3. **Medical Allowance**

Medical Allowance will be paid at the rate of Rs.100/- per month.

The medical re-imburement scheme available to the family members of regular employees is applicable to the family members of PTC employees also.

4. **Hydel Area Allowance**

Hydel Area Allowance now being paid at Rs.210/- per month will be revised to Rs.250/- per month. This Allowance will be paid at a higher rate of 125% of normal rate on completion of 3 years of continuous service in the Hydel area.

5. **Uniform Allowance**

Existing Uniform Allowance of Rs.1500/- per year will be revised to Rs.1750/- per year.

**Note:-**

- a) Uniform Allowance will be paid to those who are wearing the prescribed uniform during duty hours.
- b) The payment will be made every year based on a certificate regarding wearing of uniform from the Controlling Officer.
- c) Uniform Allowance at the above mentioned rate will be disbursed to all PTC Employees during July of every year.
- d) The Controlling officers shall discontinue sanctioning of Uniform Allowance and recover the allowance sanctioned, if the PTC employee does not wear uniform during duty time.

6. **Hill Tract Allowance**

The existing rate of Rs.125/- per month will be revised to Rs.150/- per month.

7. **Spectacle Allowance**

The Spectacle Allowance of Rs.1200/ twice in service now being paid to the employees will be revised to Rs.3000/- once in 5 years.

**Note:-**

This Allowance will be paid based on a declaration furnished by the employee along with the cash bill to the effect that the spectacle has been purchased for his/her own use. The present

practice of entering the receipt of this allowance in the Service Book of the employee will be strictly followed.

**8. Education Allowance to parents of differently abled children**

This allowance will be paid at the rate of Rs.600/- per month to those employees whose differently abled child/children are undergoing studies in Special/General Schools.

**9. Conveyance Allowance to differently abled PTC Employees**

This allowance being paid to PTC employees having permanent/partial disability of not less than 40% will be enhanced from the existing Rs.1000/- to Rs.1100/- per month.

**10. Funeral Expenses**

Funeral expenses amounting to Rs.10000/- will be paid to family members of the employee who dies in harness which will not be recovered from any amount payable to the legal heirs.

**Article-XI**

**General and Miscellaneous**

**A. Grade Promotion**

The existing provision for granting Time Bound Grade Promotion will continue as such.

**B. General**

1. The existing scheme of Leave Travel Concession will continue as such.
2. Suitable Medical Insurance Scheme will be implemented after discussion with recognised Trade Unions.
3. A Grievance Cell will be constituted to resolve the grievances / complaints of workmen. Separate orders will be issued detailing the procedures for the redressal of their grievance.
4. The employees joined the service of the Board before 18.03.2007 will be allowed one more chance for submitting application for reckoning their prior service, subject to the condition that the employee's pension contribution should be paid directly by the former employer itself. All applications in this regard shall be submitted to the Board on or before 31.07.2021. No applications in this regard will be entertained after 31.07.2021. The above service rendered in Government Department will be reckoned for pensionary benefits only.



5. In the case of treatment for heart ailments Pariyaram Medical College (Sahakarana Hrudayalaya), Kannur and Malabar Institute of Medical Sciences, Kozhikode are included among the list of hospitals such as Sree Chitra Tirunal Institute of Medical Sciences and Technology, Thiruvananthapuram, Sree Uthradom Thirunal Hospital, Thiruvananthapuram, Amrita Institute of Medical Sciences, Kochi etc. for re-imburement of medical expenses at the rate admissible at Sree Chitra Tirunal Institute of Medical Sciences and Technology, Thiruvananthapuram.
6. All other existing provisions in the Long Term Settlement dated 17.02.2016 other than the provisions which were modified/altered/deleted through this Settlement will continue in force till the date of next settlement.

## **Article – XII**

### **TERMINATION**

The provisions of this Settlement will come into force from 01.08.2018 except where otherwise specified and will continue to be in force and in effect till 31.07.2023.

Notwithstanding the termination of the period of validity of this Settlement, it shall continue in effect thereafter until amended by mutual settlement or terminated by the KSEBL or the Unions, who are parties to this Settlement, by written notice of at least two calendar months to the other party/parties.

In the event of any of the provisions of this Settlement becoming legally invalid or unenforceable or superseded by a subsequent Act, Judgment, Award or Settlement between the parties, such invalidity or unenforceability or supersession shall not affect the remainder of the provisions of this Settlement.

In witness where of the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives, this Fifteenth day of February, Two Thousand and Twenty One.

**Signature of the parties:****Representing Kerala State Electricity Board Limited:**

1. Sri. N.S.Pillai IA&AS	Chairman & Managing Director	Sd/-
2. Sri. Kumaran P	Director (Distribution, IT & HRM)	Sd/-
3. Sri. Rajan P	Director (Transmission & System Operation)	Sd/-
4. Sri. R Suku	Director (Generation (Electrical) & SCM)	Sd/-
5. Smt. Mini George	Director (Planning & Safety)	Sd/-
6. Sri. Ram Mahesh R	Chief Personnel Officer	Sd/-

**Representing Workmen:**

I. Kerala State Electricity Board Workers' Association (CITU)		II. United Democratic Electricity Employees' Front		III. Kerala Electricity Workers' Federation (AITUC)	
1.Sri.Elamaram Karim, President	Sd/-	1.Sri.Suresh Kumar V, WC Member on behalf of General Secretary	Sd/-	1.Sri.A.N.Rajan, President	Sd/-
2.Sri.Jayaprakash K, Gen. Secretary	Sd/-	2.Sri.Sreekumar B, Treasurer	Sd/-	2.Sri.M.P.Gopakumar, Gen. Secretary	Sd/-
3.Sri.Saju A H , Treasurer	Sd/-	3.Sri.Sudheer Kumar V, Secretary	Sd/-	3.Sri.P James Raphel, Work. President	Sd/-
4.Sri.Harilal S, Vice President	Sd/-	4.Sri.Sunil Kumar K P, Joint Secretary	Sd/-	4.Sri.K R Mohandas, Treasurer	Sd/-
5.Sri.P N Pradeep, Vice President	Sd/-	5.Sri.Jose A X, Joint Secretary	Sd/-	5.Smt.Kavitha Rajan, Vice President	Sd/-
6.Sri.Unnikrishnan C, Vice President	Sd/-	6.Sri.Sajeev C S, Organizing Secretary	Sd/-	6.Sri.Jacob V Lasar, Secretary	Sd/-
7.Sri.Sajeevkumar MP, Joint Secretary	Sd/-	7.Sri.Nazeer M P, W C Member	Sd/-	7.Sri.P S Pradeep, Secretary	Sd/-
8.Sri.Davis A P, Office Bearer	Sd/-	8.Sri.Abdulkhader, WC Member	Sd/-	8.Sri.K.Anil, Secretary	Sd/-

**Other Registered Unions**

1.Sri.Shahul Hameed A, Gen. Secretary, KEEC INTUC	Sd/-	2.Sri.Gireesh Kumar C, State Gen. Secretary, KVMS	Sd/-	3.Sri.Francis P, Office Bearer, KPWC	Sd/-
4.Sri.S Najeeb Babu, Secretary, KSEBEO(STU)	Sd/-	5.Sri.Rajeshkumar S R, State Gen. Secretary, KEEC (INTUC) (President Adv.Sharathchandra Prasad)	Sd/-	6.Sri.Anilkumar S, Office Bearer, Electricity Employees Congress	Sd/-
7.Sri.Jayakrishnan A K, KSEBL(ETUC)	Sd/-				

**Witnesses:-**

1. Smt.Lekha G	Chief Internal Auditor	Sd/-
2. Sri.Sagin Stephen	Regional Personnel Officer	Sd/-



**Annexure I****KERALA STATE ELECTRICITY BOARD LIMITED****MASTER SCALE**

24400-700/3-26500-900/2-28300-1100/2-30500-1300/3-34400-1600/2-37600-2000/5-47600-2300/6-  
61400-2500/6-76400-3000/3-85400

(32 Years)

**TOTAL TIME SPAN: 32 Years**

**INCREMENT RATES: 700, 900, 1100, 1300, 1600, 2000, 2300, 2500, 3000**

**Categories and Revised Pay Scales**

Scale No	Designation	Existing Scale of Pay	Revised Scale of Pay
1	Mazdoor Office Attendant II Sweeper III Cleaning Assistant III	17000-500/3-18500-580/2- 19660-760/2-21180-905/3- 23895-1115/2-26125- 1365/3-30220 (15 Years)	24400-700/3-26500-900/2- 28300-1100/2-30500- 1300/3-34400-1600/2- 37600-2000/3-43600 (15 Years)
2	Office Attendant I Lineman II Sweeper II Duplicator Operator II Cleaning Assistant II Pharmacist	17500-500/2-18500-580/2- 19660-760/2-21180-905/3- 23895-1115/2-26125- 1365/4-31585 (15 Years)	25100-700/2-26500-900/2- 28300-1100/2-30500- 1300/3-34400-1600/2- 37600-2000/4-45600 (15 Years)
3	Sweeper I Cleaning Assistant I	18000-500/1-18500-580/2- 19660-760/2-21180-905/3- 23895-1115/2-26125- 1365/5-32950 (15 Years)	25800-700/1-26500-900/2- 28300-1100/2-30500- 1300/3-34400-1600/2- 37600-2000/5-47600 (15 Years)
4	Lineman I Senior Office Attendant Clerical Attender II Skilled Technician Grade II Duplicator Operator I Line Fitter	18500-580/2-19660-760/2- 21180-905/3-23895-1115/2- 26125-1365/5-32950- 1605/4-39370 (18 Years)	26500-900/2-28300- 1100/2-30500-1300/3- 34400-1600/2-37600- 2000/5-47600-2300/4- 56800 (18 Years)
5	Junior Assistant Cashier Meter Reader Junior Fair Copy Assistant Driver II Clerical Attender I Compounder Grade II	22085-905/2-23895-1115/2- 26125-1365/5-32950- 1605/6-42580-1745/3-47815 (18 Years)	31800-1300/2-34400- 1600/2-37600-2000/5- 47600-2300/6-61400- 2500/3-68900 (18 Years)



6	Overseer Confidential Assistant Skilled Technician Grade I Senior Line Fitter	23895-1115/2-26125- 1365/5-32950-1605/6- 42580-1745/5-51305 (18 Years)	34400-1600/2-37600- 2000/5-47600-2300/6- 61400-2500/5-73900 (18 Years)
7	Driver I	25010-1115/1-26125- 1365/5-32950-1605/6- 42580-1745/6-53050 (18 Years)	36000-1600/1-37600- 2000/5-47600-2300/6- 61400-2500/6-76400 (18 Years)
8	Senior Assistant Senior Fair Copy Assistant Compounder Grade I	26125-1365/5-32950- 1605/6-42580-1745/6- 53050-2085/1-55135 (18 Years)	37600-2000/5-47600- 2300/6-61400-2500/6- 76400-3000/1-79400 (18 Years)
9	Sub Engineer Mobile Crane Operator II	28855-1365/3-32950- 1605/6-42580-1745/6- 53050-2085/2-57220 (17 Years)	41600-2000/3-47600- 2300/6-61400-2500/6- 76400-3000/2-82400 (17 Years)
10	Special Grade Driver II Senior Compounder	30220-1365/2-32950- 1605/6-42580-1745/6- 53050-2085/3-59305 (17 Years)	43600-2000/2-47600- 2300/6-61400-2500/6- 76400-3000/3-85400 (17 Years)
11	Special Grade Driver I	31585-1365/1-32950- 1605/6-42580-1745/6- 53050-2085/3-59305 (16 Years)	45600-2000/1-47600- 2300/6-61400-2500/6- 76400-3000/3-85400 (16 Years)
12	Mobile Crane Operator I	32950-1605/6-42580- 1745/6-53050-2085/3-59305 (15 Years)	47600-2300/6-61400- 2500/6-76400-3000/3- 85400 (15 Years)
13	Senior Foreman Senior Mobile Crane Operator Vehicle supervisor	34555-1605/5-42580- 1745/6-53050-2085/3-59305 (14 Years)	49900-2300/5-61400- 2500/6-76400-3000/3- 85400 (14 Years)

**Annexure II****Stage to Stage Fixation Table**

Stage No.	Existing Pay Stage Rs.	Revised Pay Stage Rs.	Stage No.	Existing Pay Stage Rs.	Revised Pay Stage Rs.	Stage No.	Existing Pay Stage Rs.	Revised Pay Stage Rs.
<i>1</i>	<i>2</i>	<i>3</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>1</i>	<i>2</i>	<i>3</i>
1	17000	24400	12	25010	36000	23	40975	59100
2	17500	25100	13	26125	37600	24	42580	61400
3	18000	25800	14	27490	39600	25	44325	63900
4	18500	26500	15	28855	41600	26	46070	66400
5	19080	27400	16	30220	43600	27	47815	68900
6	19660	28300	17	31585	45600	28	49560	71400
7	20420	29400	18	32950	47600	29	51305	73900
8	21180	30500	19	34555	49900	30	53050	76400
9	22085	31800	20	36160	52200	31	55135	79400
10	22990	33100	21	37765	54500	32	57220	82400
11	23895	34400	22	39370	56800	33	59305	85400

**Annexure III****Places where Hydel Area Allowance is admissible**

Sl. No.	Places	Sl. No.	Places
1	Anachal	2	Bhoothathankettu
3	Chimmony	4	Chithirapuram
5	Idamalayar	6	Kakkayam
7	Kallar	8	Kallarkutty
9	Kannankuzhy	10	Karimanal
11	Kochupamba	12	Kodenchery
13	Kulamavu	14	Kuttiyadi
15	Malampuzha	16	Mankulam
17	Meencut	18	Moolamattom
19	Moozhiyar	20	Munnar
21	Nemmara	22	Padinjarethara
23	Pambla	24	Peechi

25	Peppara	26	Perumthenaruvi
27	Poringalkuthu	28	Ranni-Perinad
29	Seethathodu	30	Sholayar
31	Thriveni	32	Vadasserikkara
33	Vagamon	34	Vazhathope
35	Vellathooval		

**Annexure – IV**

<b>Places where Warm Clothing Allowance is admissible</b>					
<b>Sl. No.</b>	<b>Places</b>	<b>District</b>	<b>Sl. No.</b>	<b>Places</b>	<b>District</b>
1	Adimaly	Idukki	2	Agali	Palakkad
3	Ambalavayal	Wayanad	4	Anachal	Idukki
5	Anakkara	Idukki	6	Anjukunnu	Waynad
7	Chimmony	Thrissur	8	Chithirapuram	Idukki
9	Erattayar	Idukki	10	Idamalayar	Ernakulam
11	Kakkayam	Kozhikkode	12	Kallarkutty	Idukki
13	Kalpetta	Wayanad	14	Kambalakkad	Wayanad
15	Kambilikkandom	Idukki	16	Kanchiyar	Idukki
17	Kaniyambetta	Wayanad	18	Kanjikkuzhy	Idukki
19	Kannankuzhy	Thrissur	20	Karimanal	Idukki
21	Karttikulam	Wayanad	22	Kattappana	Idukki
23	Kenichira	Waynad	24	Kochupamba	Pathanamthitta
25	Kottathara	Palakkad	26	Kulamavu	Idukki
27	Kumily	Idukki	28	Kuttiyadi	Kozhikkode
29	Mananthavadi	Wayanad	30	Mankulam	Idukki
31	Marayoor	Idukki	32	Meenangadi	Wayanad
33	Meencut	Idukki	34	Meppady	Wayanad
35	Moozhiyar	Pathanamthitta	36	Munnar	Idukki
37	Murikkasserry	Idukki	38	Muttill	Waynad
39	Nedumkandam	Idukki	40	Nelliyampathi	Palakkad
41	Padachira	Waynad	42	Padinjarethara	Wayanad
43	Pampla	Idukki	44	Panamaram	Wayanad
45	Peechi	Thrissur	46	Perumthenaruvi	Pathanamthitta



47	Peruvanthanam	Idukki	48	Poringalkuthu	Thrissur
49	Pothupara	Idukki	50	Pulpally	Wayanad
51	Rajakumary	Idukki	52	Ranni-Perunad	Pathanamthitta
53	Seethathodu	Pathanamthitta	54	Sholayar	Thrissur
55	Sulthanbathery	Wayanad	56	Thavinjal	Wayanad
57	Thookkupalam	Idukki	58	Thriveni	Pathanamthitta
59	Udumbanchola	Idukki	60	Upputhara	Idukki
61	Vagamon	Idukki	62	Vandanmedu	Idukki
63	Vandiperiyar	Idukki	64	Vazhathope	Idukki
65	Vellamunda	Wayanad	66	Vellathooval	Idukki
67	Vythiri	Wayanad			

**Annexure V**

Stage No.	Existing Pay Stage Rs.	Revised Pay Stage Rs.	Stage No.	Existing Pay Stage Rs.	Revised Pay Stage Rs.	Stage No.	Existing Pay Stage Rs.	Revised Pay Stage Rs.
<i>1</i>	<i>2</i>	<i>3</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>1</i>	<i>2</i>	<i>3</i>
1	8500	12200	13	11700	16700	25	15635	22270
2	8750	12550	14	11990	17110	26	15995	22780
3	9000	12900	15	12280	17520	27	16355	23290
4	9250	13250	16	12605	17980	28	16715	23800
5	9500	13600	17	12930	18440	29	17075	24310
6	9750	13950	18	13255	18900	30	17525	24940
7	10000	14300	19	13580	19360	31	17975	25570
8	10250	14650	20	13905	19820	32	18425	26200
9	10540	15060	21	14230	20280	33	18875	26830
10	10830	15470	22	14555	20740	34	19325	27460
11	11120	15880	23	14915	21250	35	19775	28090
12	11410	16290	24	15275	21760	36	20225	28720



## **I REVISION OF PAY AND ALLOWANCES OF OFFICERS**

### **1. Applicability**

The revision of Pay and allowances will be applicable to officers in the regular service of the Kerala State Electricity Board Limited (KSEBL) as on 30.06.2018 and who were continuing in service on 01.07.2018, unless otherwise specified.

### **2. Scales of pay**

The existing master scale and the time scales of officers are revised as follows:

#### **Master Scale**

<b>Existing</b>	<b>Revised</b>
40975-1605/1-42580-1745/6-53050-2085/8-69730-2380/6-84010-2545/6-99280-2800/6-116080 (33 years)	59100-2300/1-61400-2500/6-76400-3000/8-100400-3400/6-120800-3600/6-142400-4000/6-166400 (33 years)

#### **Time Scales of Pay of officers**

<b>Sl. No</b>	<b>Designation</b>	<b>Existing Scales of pay</b>	<b>Revised Scales of pay</b>
<b>(1)</b>	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>
1	Assistant Engineer/ Senior Superintendent/ Divisional Accounts Officer/ Senior Confidential Assistant/ Fair Copy Superintendent/ Foreman Grade 1	40975-1605/1-42580-1745/6-53050-2085/8-69730-2380/5-81630 (20 years)	59100-2300/1-61400-2500/6-76400-3000/8-100400-3400/5-117400 (20 years)
2	Assistant Executive Engineer/ Assistant Accounts Officer/ Assistant Finance Officer/ Junior Personal Assistant/ Senior Fair Copy Superintendent/ Regional Personnel Officer/ Public Relations Officer.	51305-1745/1-53050-2085/8-69730-2380/6-84010-2545/3-91645 (18 years)	73900-2500/1-76400-3000/8-100400-3400/6-120800-3600/3-131600 (18 years)

3	Accounts Officer/ Finance Officer/ Personal Assistant	53050-2085/8-69730- 2380/6-84010- 2545/6-99280- 2800/1-102080 (21 years)	76400-3000/8- 100400-3400/6- 120800-3600/6- 142400-4000/1- 146400 (21 years)
4	Executive Engineer/ Personnel Officer	57220-2085/6- 69730-2380/6- 84010-2545/6- 99280-2800/2- 104880 (20 years)	82400-3000/6- 100400-3400/6- 120800-3600/6- 142400-4000/2- 150400 (20 years)
5	Senior Accounts Officer/ Senior Finance Officer/ Deputy Chief Accounts Officer	59305-2085/5- 69730-2380/6- 84010-2545/6- 99280-2800/3- 107680 (20 years)	85400-3000/5- 100400-3400/6- 120800-3600/6- 142400-4000/3- 154400 (20 years)
6	Deputy Chief Engineer/ Chief Personnel Officer/ Chief Accounts Officer	67645-2085/1- 69730-2380/6- 84010-2545/6- 99280-2800/4- 110480 (17 years)	97400-3000/1- 100400-3400/6- 120800-3600/6- 142400-4000/4- 158400 (17 years)
7	Chief Engineer/ Financial Adviser/ Chief Internal Auditor	79250-2380/2- 84010-2545/6- 99280-2800/6- 116080 (14 years)	114000-3400/2- 120800-3600/6- 142400-4000/6- 166400 (14 years)

### **3. Cadre Pay**

The Cadre Pay of the officers is revised as given below:

<b>Designation</b>	<b>Rate Per month</b>
Chief Engineer /Financial Adviser / Chief Internal Auditor	Rs.3500/-
Deputy Chief Engineer /Chief Personnel Officer / Chief Accounts Officer/Senior Accounts Officer /Senior Finance Officer/ Deputy Chief Accounts Officer	Rs.2500/-
Accounts Officer / Finance Officer / Executive Engineer / Personnel Officer / Personal Assistant	Rs.750/-
Assistant Executive Engineer / Assistant Accounts Officer / Assistant Finance Officer/ Junior Personal Assistant / Regional Personnel Officer / Senior Fair Copy Superintendent / Public Relations Officer	Rs.600/-
Assistant Engineer / Senior Superintendent / Divisional Accounts Officer / Senior Confidential Assistant/Fair Copy Superintendent / Forman Grade-I	Rs.500/-

Cadre pay will be reckoned as part of pay having eligibility for DA, HRA, other allowances and pensionary benefits. However, no junior / senior fixation will be allowed on the basis of Cadre pay.

### **4. Rules of Fixation in the revised scales of pay**

- 4.1 All officers who are in service as on 01.07.2018 shall come over to the revised scale of pay with effect from 01.07.2018. There will be no option facility for this pay revision.
- 4.2 The pay in the revised scale as on 01.07.2018 will be the corresponding revised pay stage of pre-revised pay as on 30.06.2018 as provided in Annexure-I. However, if the corresponding revised stage is less than the minimum of the revised scale of pay of the post, the pay will be fixed at the minimum of the revised scale of pay.
- 4.3 All appointments and promotions made on or after 01.07.2018 shall be deemed to have been made in the revised scale of pay, and pay will be regulated accordingly.

- 4.4 The existing pay for the purpose of fixation of pay will be the basic pay drawn as on 30.06.2018 in the pre-revised scale of pay.
- 4.5 The pre-revised scale of pay for the purpose of fixation of pay under these rules, is the scale of pay immediately prior to 01.07.2018.
- 4.6 Stagnation increment existing in the pre-revised pay scale will not be reckoned for determination of pay stage in the revised scale. However, the number of stagnation increments drawn in the pre-revised scale will be allowed in the revised scale at the rate of last increment in the revised scale of pay.
- 4.7 In the case of an officer enjoying Personal Pay and stagnation increments in the pre-revised pay scale, Personal Pay will be retained in the revised pay scale by multiplying the Personal Pay in the pre-revised scale with a factor of 1.30 and rounded to the next multiple of 10. This Personal Pay will be absorbed in future increase in pay due to promotion and higher grade promotion, if any. But stagnation increment will be retained as provided under clause 4.6 above.
- 4.8 If the amount so arrived by multiplication of Personal Pay by the factor provided is a multiple of 10 or 100 as the case may be, the amount will not be rounded off to the next multiple.
- 4.9 The existing date of increment shall not undergo any change. In all cases where the minimum of the scale of pay of an officer is greater than the pay stage eligible with effect from 01.07.2018 in accordance with the Annexure-I, the date of next increment will be on completion of one year of service from that date.
- 4.10 In the case of an officer who is on deputation / foreign service and has opted for the pay of the deputation post or is on Leave Without Allowances or is under suspension as on 01.07.2018, his pay will be fixed under these rules on the date of his rejoining duty on the basis of pay last drawn immediately before 01.07.2018.
- 4.11 An officer whose increment is withheld for want of declaration of probation as on 01.07.2018 will be allowed the benefit of pay revision on the basis of pay actually drawn on 30.06.2018 and he will continue on that pay till the date of effect of declaration of probation. The pay so fixed will be revised to the corresponding stage in accordance with Annexure-I on declaration of probation, notionally

counting the increment accrued but withheld. Monetary benefit of revision of fixation will be admissible only from the effective date of declaration of probation. He will draw his next increment on the date in which the normal increment falls due.

- 4.12 Maximum number of stagnation increments allowed in the revised scale will be six, out of which four will be annual and the fifth and sixth increment will be biennial. In the case of Chief Engineer and equivalent post, only four stagnation increments will be granted out of which three will be annual and the fourth will be biennial at the rate of last increment in the scale of pay.
- 4.13 'Service Pay' will be given at the rate of 0.2 % (zero point two percentage) of revised pay arrived as per clause 4.2 above as on 01.07.2018 for each completed year of service, subject to a minimum of Rs.100/- and a maximum of Rs.4000/-. The Service Pay will continue without any change up to next pay revision or retirement whichever is earlier. This Service Pay will be retained separately. This Service Pay is treated as Pay for the purpose of calculating Dearness Allowance, Earned Leave Surrender, Pension and Terminal benefits only. The Service Pay will not be reckoned for claiming any other allowances.
- 4.13.1 For computing Service Pay, the actual effective service rendered in KSEBL will only be considered.
- 4.13.2 The service not counted for normal increments will not be considered as service for computing Service Pay.
- 4.13.3 The completed year of service will be computed based on the service completed as on 30.06.2018. Fraction of a year will not be counted for calculating Service Pay.
- 4.14 Protected Amount and Special Protected Amount available as on 30.06.2018 as per previous pay revision orders will be discontinued.
- 4.14.1 The Protected Amount and Special Protected Amount drawn up to February 2021 will not be recovered.

## **II. ALLOWANCES**

### **1. Dearness Allowance**

The revised scale of pay has been formulated after merging the full Dearness Allowance of 30% as on 01.07.2018 with the Basic Pay. That is, 287.17 points of AICPI (IW) (2001=100) has been neutralised and 287.17 points of AICPI (IW) shall be taken as the Index Factor for calculating further Dearness Allowance with effect from 01.01.2019. Therefore the new formula to be adopted for the calculation of further Dearness Allowance is as follows;

$$\text{Dearness Allowance} = \frac{(\text{Average AICPI for the past 12 months} - 287.17) \times 100}{287.17}$$

Accordingly the rates of Dearness Allowance admissible with effect from 01.01.2019 will be as follows:

Date	Rate of DA (%)	Total DA (%)
01/01/2019	3	3
01/07/2019	4	7
01/01/2020	4	11
01/07/2020	3	14

**Note:-**

a) Dearness Allowance will be revised during the months of January and July of every year based on the formula given above.

### **2. House Rent Allowance**

House Rent Allowance will be given at the revised rates as given below:

Sl. No	Classification of Cities	Percentage of Basic pay	Minimum (Rs.)/ Month	Maximum (Rs.)/ Month
1	A	10	2300	10000
2	B	8	2000	8000
3	C	6	1500	6000
4	D	4	1200	4000



**Note:-**

- a) Class A: The Corporation limits of the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur, Kozhikode and Kannur, and in addition, offices situated at the Forest Complex, Mathottam, Kozhikode and offices situated within a radius of 3 kilometres from Civil Station, Kakkanad.
- b) Class B: The Municipalities at District Headquarters.
- c) Class C: All Municipalities other than those at District Headquarters.
- d) Class D: All Panchayaths.
- e) An officer working within 1 kilometer from Corporation limit and drawing HRA at Corporation rates will be assured 10% hike in the existing amount of HRA or the new rate applicable to their places, whichever is higher.
- f) An officer working in New Delhi will be eligible for House Rent Allowance at Government of India rates as applicable at New Delhi.
- g) For the purpose of HRA, basic pay as on the 1<sup>st</sup> day of the month only will be reckoned, and change in pay in the middle of a month will not be considered.

**3. Medical Allowance**

The existing rate of medical allowance of Rs.75/- per month being paid to officers will be revised to Rs.100/- per month with effect from 01.07.2018.

**Note:-**

a) In the case of officers drawing Medical Allowance, reimbursable claims for medical expenses amounting to Rs.500/- and above at a time will only be admitted for reimbursement with effect from 01.04.2021. Reimbursable claims below Rs.500/- at a time will not be admitted. The existing medical reimbursement schemes will continue to apply subject to the above modification. Further, while reimbursing the admissible medical claims of and above Rs.500/-, the amounts, if any, already drawn as Medical Allowance for the month/s covering the period of the claim will be deducted from the total reimbursable amount. For this purpose, part of a month will be counted as full month.

b) Full reimbursement of medical expenses will be provided to officers of the Kerala State Electricity Board Limited for the accidents occurred during the course of employment including the reimbursement of expenses for food charged by the hospital for the patient and one bystander subject to a maximum of Rs.600/- per day. The reimbursement of food expenses incurred by the bystander is restricted to Rs.300/- per day.

**4. Hydel Area / Operation Allowance**

This allowance will be paid to all officers in the Hydel project area and to those officers in Generating Stations at the following rates:

<b>Existing Pay range</b>	<b>Revised Pay range</b>	<b>Existing Rate (Rs) per month</b>	<b>Revised Rate (Rs) per month</b>
40975 & above	59100 & above	750	850

**Note:**

1. Hydel Area/Operation Allowance will be paid at a higher rate of 125% of normal rate on completion of 3 years of continuous service in Hydel Project Areas & Generating Stations.
2. Hydel Area Allowance will be paid to officers working in offices situated in places appended to this Pay Revision order (Annexure II).
3. Officers engaged in KDPP will also be eligible for Operation Allowance.
4. Hydel Area Allowance and Operation Allowance will not be paid together.

**5. Hill Tract Allowance**

Hill Tract Allowance now being paid to the officers will be revised as follows:

<b>Existing Pay range</b>	<b>Revised Pay range</b>	<b>Existing Rate(Rs)/month</b>	<b>Revised Rate(Rs)/month</b>
40975 & above	59100 & above	500	550

**Note:**

1. This allowance will not be paid in areas where Project Allowance/Hydel Area Allowance/Operation Allowance is payable.
2. Hill Tract Allowance is payable at the areas specified in Appendix-IX, KSR Volume-1.
3. The change in classification of places, if any, notified by the State Government from time to time will be applicable to KSEBL also.

**6. Project Allowance**

Project Allowance at the rate of Rs.3000/- per month will be paid to the officers working in projects under construction.

**Note:**

1. Project Allowance and Hydel area/Operation Allowance shall not be paid together.
2. Project Allowance shall be discontinued upon completion of the project under construction.
3. In case of Hydel projects, if the officer continues to work in the Hydel project after completion of the construction, he/she will be eligible for Hydel Area Allowance.

**7. Special Duty Allowance**

Special Duty Allowance paid to the officers of the Board will be revised as follows:

<b>Designation</b>	<b>Existing Rate(Rs.)/ Month</b>	<b>Revised Rate(Rs.)/ Month</b>
Assistant Engineers in Electrical Section Offices	550	1000
Assistant Engineers in Generating Stations, Sub Station, Transmission lines including 33kV in commercial operations/under construction, Relay Units, Communication Units, Meter Testing Units, Civil Maintenance Units in Projects, Anti-Power Theft Squad, Power Equipment Testing Unit (PET), Sub Station Construction, Cable Testing Unit, RMU Maintenance Section, SCADA Maintenance Section in Distribution and Legal Liaison Officer, O/o the Legal Liaison Office, Kochi.	370	500

Assistant Executive Engineers in charge of 220 KV Sub Stations, Electrical Sub Divisions, Major Trans. Sections / EHT Line Construction, Communication Units, Relay units, Meter Testing Units, Sub Station Construction, Power Equipment Testing Unit (PET), Transmission Construction, APT Squad, EHV Line Maintenance and SRC Sub Division.	395	500
Executive Engineer in charge of 400 KV Sub Stations, Load Despatch Station, Communication Units, Relay Units, Meter Testing Units, Sub Station Construction, APT Squad and Deputy Secretary of Board Secretariat.	445	550

**Note: -**

This allowance will not be paid to those who are drawing Shift Duty Allowance irrespective of whether they are working in the Distribution, Transmission, Generation or any other Wing.

**8. Shift Duty Allowance**

The existing rates of Shift Duty Allowance will be revised as follows: -

<b>Designation</b>	<b>Existing Rate(Rs./month)</b>	<b>Revised Rate(Rs./month)</b>
Assistant Engineer	200	225
Asst. Executive Engineer	225	250
Executive Engineer	250	275
Supervisors of Centralised Customer Care and Call Centre	200	225

**Note:**

- a) This allowance is payable to those officers who are required to work in shifts including night shifts.
- b) This allowance at the above rates will be applicable to the officers working in Control Rooms.
- c) This allowance is applicable only where three shifts are in operation except Moolamattom Power House, where four shifts are operated.

### **9. Technical Allowance**

Technical Allowance now being paid to Engineers who are exclusively posted to attend office work is revised as shown below:

<b>Designation</b>	<b>Rate (Rs)/ month</b>
Assistant Engineer	70
Asst. Executive Engineer	90
Executive Engineer	100
Deputy Chief Engineer	120

### **10. Research / Design Allowance**

The existing rate of Research Allowance now being paid to the Post-graduate Degree holders in Engineering who are working at the Research Units at Thiruvananthapuram, Idukki, Edamalayar, Pallom and Design Wing at Thiruvananthapuram and Kozhikkode is revised as follows:

<b>Designation</b>	<b>Existing Rate (Rs.)/ month</b>	<b>Revised Rate (Rs.)/ month</b>
Assistant Engineer	250	300
Asst. Executive Engineer	300	350
Executive Engineer	350	400
Deputy Chief Engineer	400	450

### **11. Permanent Conveyance Allowance**

The existing rate of Permanent Conveyance Allowance will be revised as follows:

<b>Designation</b>	<b>Existing Rate (Rs.)/ month</b>	<b>Revised Rate (Rs.)/ month</b>
Assistant Engineers in Electrical Sections, Senior Superintendents of Regional Audit Offices, Assistant Executive Engineers of Electrical Sub Divisions and Assistant Accounts Officers & Accounts Officers in Regional Audit Offices.	400	600

**Note:-**

- (a) This allowance is applicable to Nodal officer (Litigation) also.
- (b) This allowance will not be provided to Officers for whom conveyance has been provided by KSEBL.
- (c) Assistant Executive Engineers of Electrical Sub Divisions to whom vehicle has been provided by KSEBL, shall not be eligible for Conveyance Allowance.
- (d) The allowance is intended to compensate the expenses of travel incidental to the discharge of their duties in the respective areas of work within a distance of 8 kms from the head quarters. The other conditions for payment of this allowance will remain unaltered.

**12. Isolated Area Allowance**

Isolated Area Allowance will be revised as follows:

<b>Area</b>	<b>Existing Rate (Rs.)/ month</b>	<b>Revised Rate (Rs.)/ month</b>
Sholayar Poringalkuthu Moozhiar Kochu Pampa Idamalayar Kakkayam Triveni Pampa Mankulam	Rs.2250/-	Rs.3000/-

**Note:-**

- (a) This allowance will be paid at a higher rate of 125 % of normal rates for officers on completion of 3 years of continuous service in the above areas.
- (b) This allowance will also be applicable to the isolated areas which will be notified by the KSEBL from time to time.
- (c) This allowance will only be paid to those officers who are physically present at the above places and performing duty.
- (d) Isolated Area Allowance will be payable to officers who are drawing Project Allowance/Hydel Allowance/Investigation Allowance/ Hydel Area/ Operation allowance, subject to conditions under Clause 25(i) of this Order.

### **13. Tunnel Allowance**

The existing rate of Tunnel Allowance will be revised as follows:

<b>Designation</b>	<b>Existing Rate (Rs.)/ month</b>	<b>Revised Rate (Rs.)/ month</b>
Assistant Engineer	275	325

**Note:**

- (a) This Allowance will be paid to Assistant Engineers posted to work in the Tunnel/Pressure Shaft construction on a regular basis with full time duty in the underground construction site for a minimum period of 14 days in a month.
- (b) This allowance will also be applicable to Assistant Engineers working on a regular basis with full time duties inside the underground power station at Moolamattom for a minimum period of 14 days in a month.

### **Warm Clothing Allowance**

The existing allowance will be enhanced for purchasing woollen blankets paid at the rate of Rs.750/- once in two years to Rs.850/- once in two years in the designated areas as shown in **Annexure-III**.

### **14. Teaching Allowance**

Teaching Allowance now being paid to the officers engaged in teaching at PETARC at Moolamattom and to RPTI at Thiruvananthapuram, Pallom, Thrissur and Kozhikode as per B.O.No 1067/94( HRD.29/93) dated 13.06.1994 will continue to be paid at the revised rate as shown below:-

<b>Designation</b>	<b>Rate per month</b>
Officers in the rank of Executive Engineer and above	Rs.530/-
Officers below the rank of Executive Engineer	Rs.450/-

**15. Spectacle Allowance**

The Spectacle Allowance of Rs.1200/- now being paid to the employees will be revised to Rs.3000/- once in 5 years. This allowance will be paid based on a declaration furnished by the officer along with the cash bill to the effect that the spectacle has been purchased for his /her own use. The present practice of entering the receipt of this allowance in the Service Book of the officer will be strictly followed.

**16. Hydel Allowance / Investigation Allowance**

Hydel / Investigation Allowance will be revised as follows:

<b>Existing Rate (Rs.)/ month</b>	<b>Revised Rate (Rs.)/ month</b>
Rs.2500/-per month	Rs.2750/-per month

The conditions for payment of this allowance are given below:

- (a) This Allowance shall be paid to the officers who are actually engaged in the field of investigation work/ working in Hydel Generating Stations and associate offices located in that place.
- (b) The engagement of officers for investigation work has to be matched with the tour diary and has to be certified by their respective Controlling Officers.
- (c) Investigation Allowance will be eligible till the completion of investigation duties and submission of final report.

**Note:**

- (i) Investigation Allowance will be paid only to officers who are physically staying in the area and engaged in the field for investigation work.
- (ii) In the case of Hydel Allowance/ Investigation Allowance/Project Allowance, an officer will be eligible for any one of the allowances only.



### **17. I T Allowance**

Those officers working in IT wing below the rank of Executive Engineer, who are actually engaged in programming /attending IT related works now being paid at Rs.1250/- per month is enhanced to Rs.1500/- per month.

Those Officers having IT qualification (PGDCA, BCA, B.Sc Computer Science, B.Sc (IT),MSc. Computer Science, MBA (IT), MCA and B.Tech in Computer Engineering recognized/approved by the Department of Technical Education, Government of Kerala /Universities in Kerala) will be eligible to this allowance at the rate of Rs.1800/- per month.

This allowance now being paid at Rs.750/- per month for System Administrators is enhanced to Rs.850/- per month.

**Note:** This allowance will be applicable to officers engaged in software testing also.

### **18. Conveyance Allowance to Physically Challenged Officers**

This allowance now being paid at the rate of Rs.1000/- per month will be enhanced to Rs.1100/- per month.

### **19. Education Allowance to Parents of Differently Abled Children**

This allowance is revised from the present rate of Rs.750/- per month to Rs.900/- per month to those officers whose differently abled children are undergoing studies in special / general schools.

### **20. Hotline Allowance**

The allowance will be revised as follows:

<b>Designation</b>	<b>Existing Rate</b>	<b>Revised Rate</b>
Assistant Engineer	Rs.5000/- per month.	Rs.5500/- per month.

## **21. New Delhi Allowance**

The allowances now being paid to officers working in the KSEBL's Liaison Office, New Delhi are revised as follows:

<b>Sl. No.</b>	<b>Particulars</b>	<b>Existing Rate</b>	<b>Revised Rate</b>
1	New Delhi (Capital) Allowance	10% of Basic pay subject to a maximum of Rs.8000/- per month.	10% of Basic pay subject to a maximum of Rs.9000/- per month.
2	Warm Clothing Allowance	Rs.5000/- once in 4 years	Rs.5500/- once in 4 years.
3	Education Allowance	Rs.600/- per month per child for 2 children irrespective of place of study.	Rs.700/- per month per child for 2 children irrespective of place of study.
4	Leave Travel Concession to home town.	Once in 2 years for visiting home town with family and once in a year for employee travelling alone.	Once in 2 years for visiting home town with family and once in a year for employee travelling alone.

## **22. Funeral Expenses**

Funeral expenses amounting to Rs. 10000/- will be paid to family members of the officer who dies in harness which will not be recovered from any amount payable to his/her legal heirs.

## **23. Leave Travel Concession**

The existing scheme for Leave Travel Concession will continue as such.

## **24. Conditions for claiming allowances**

- (i) Payment of allowances to the officers will be limited to any of the two allowances at their choice in addition to DA, HRA and Medical Allowance. In projects, Hydel areas and Isolated areas, officers will be paid any of the three allowances at their choice in addition to DA, HRA and Medical Allowance subject to the conditions

under Note 4 of Clause 4, Note.1 of Clause 5 and Note 1 of Clause 6 pertaining to allowances.

- (ii) Conveyance Allowance to physically challenged officers, Tunnel allowance and Education allowance to parents of physically / mentally challenged children and allowances payable annually/once or twice in service/once in five years are exempted from the restrictions in (i) above.
- (iii) A declaration from the Officer concerned expressing his / her choice of allowances should be obtained and pasted in the Service Book. The Drawing Officer shall record the total allowances so opted in the service Book of the employee.

### **III General**

1. The existing provision for granting time bound grade promotion will continue as such.
2. The benefit of fixation of pay as contemplated under Rule 28A Part 1 KSR was fixed in the last pay revision at the scale of pay; the minimum of which exceeds Rs.57220/-. This limit will be enhanced to Rs. 82400/- with effect from 01.07.2018. In those cases in which the above limit exceeds, fixation will be made under Rule 37 (a) Part 1 KSR.
3. The Special Pay now being paid to Chairman & Managing Director and Full Time Directors at the rate of Rs.7500/- per month is revised and enhanced to Rs.10000/- per month.
4. The existing rate of Charge Allowance for holding full additional charge is 4% of the minimum of the scale of pay attached to the additional post and that for discharging current duties is 2% of the minimum of the scale of pay of additional post. The existing rates and conditions will continue in the revised scales.
5. The employees joined the service of the Board before 18.03.2007 will be allowed one more chance for submitting application for reckoning their prior service, subject to the condition that the employee's pension contribution should be paid directly by the former employer itself. All applications in this regard shall be submitted to the Board on or before 31.07.2021. No applications in this regard will be entertained after

31.07.2021. The above service rendered in Government Department will be reckoned for pensionary benefits only.

6. In the case of treatment for heart ailments, Pariyaram Medical College (Sahakarana Hrudayalaya), Kannur and Malabar Institute of Medical Sciences, Kozhikode are also included among the list of hospitals such as Sree Chitra Tirunal Institute of Medical Sciences and Technology Thiruvananthapuram, Sree Uthradam Tirunal Hospital Thiruvananthapuram, Amrutha Institute of Medical Sciences Kochi etc. for reimbursement of medical expenses at the rate admissible at Sree Chitra Tirunal Institute of Medical Sciences and Technology Thiruvananthapuram.
7. A Committee will be constituted within one month from the date of this pay revision order for discussion with Associations of Officers functioning in KSEB Limited for improving the service quality, organizational effectiveness and optimisation of man power. The implementation of the decision arrived thereon will be completed within the time frame fixed by the Committee.
8. Special Rules governing the appointments, promotions etc. in KSEBL will be finalized within six months from the date of the pay revision order, after discussion with Association of Officers functioning in KSEB Limited.
9. Those officers working in isolated areas as specified in clause II (12) and occupying KSEB quarters will be given House Rent Allowance applicable at those places, provided that the rent applicable to those quarters will be recovered from them. The revised rates of HRA will be given only from the date on which the recovery of rent commenced.
10. **Date of effect of various provisions**
  - a) Pay, Dearness Allowance, Cadre Pay, Service Pay and Medical Allowance at revised rates will be paid from 01.07.2018.
  - b) The revised Pay and allowances will be paid from 01.04.2021 with the salary of March 2021.
  - c) All revised Allowances will have effect from March 2021 onwards.

- d) City Compensatory Allowance now being paid will be discontinued with effect from 01.03.2021.

**11. Drawal of Arrears**

- a. The arrears from 01.07.2018 to 31.12.2020 will be credited to the respective GPF account of the officers in four instalments each at 25% on 01.06.2021, 01.01.2022, 01.06.2022 and 01.01.2023. The Pay Revision arrears pertaining to those employees who retire before crediting any of the pending instalments to be credited in to the GPF Account will be disbursed in cash at the spell of 3 months from the date of retirement. The arrears from 01.01.2021 will be paid in cash.
- b. Income tax liability towards the arrears accrued for the period from 01.07.2018 to 31.12.2020 will be recovered from the pay revision arrears and the balance only be credited to the GPF Account. If the employee opts otherwise, the entire amount of arrears will be credited to the GPF account.
- c. No withdrawals other than the final withdrawal will be allowed from the arrears of pay and allowances thus credited to the GPF account till 01.04.2025. The employees in whose cases it is not obligatory to maintain GPF account will be paid the entire arrears in cash in 4 instalments each at 25% during May 2021, September 2021, December 2021 and March 2022. Those employees who have already retired or relinquished KSEBL service after 01.07.2018 will be paid the entire arrears in cash in 4 instalments each at 25% during May 2021, September 2021, December 2021 and March 2022.

**12. Duration of Pay Revision**

The duration of the Pay revision is fixed as 5 Years from 01.07.2018.

**Annexure I**

**Stage to Stage Fixation Table**

<b>Stage No.</b>	<b>Existing Pay Stage Rs.</b>	<b>Revised Pay Stage Rs.</b>	<b>Stage No.</b>	<b>Existing Pay Stage Rs.</b>	<b>Revised Pay Stage Rs.</b>	<b>Stage No.</b>	<b>Existing Pay Stage Rs.</b>	<b>Revised Pay Stage Rs.</b>
<i>1</i>	<i>2</i>	<i>3</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>1</i>	<i>2</i>	<i>3</i>
1	40975	59100	13	63475	91400	25	91645	131600
2	42580	61400	14	65560	94400	26	94190	135200
3	44325	63900	15	67645	97400	27	96735	138800
4	46070	66400	16	69730	100400	28	99280	142400
5	47815	68900	17	72110	103800	29	102080	146400
6	49560	71400	18	74490	107200	30	104880	150400
7	51305	73900	19	76870	110600	31	107680	154400
8	53050	76400	20	79250	114000	32	110480	158400
9	55135	79400	21	81630	117400	33	113280	162400
10	57220	82400	22	84010	120800	34	116080	166400
11	59305	85400	23	86555	124400			
12	61390	88400	24	89100	128000			

**Annexure II**

**Places where Hydrel Area Allowance is admissible**

<b>Sl. No.</b>	<b>Places</b>	<b>Sl. No.</b>	<b>Places</b>
1	Anachal	2	Bhoothathankettu
3	Chimmony	4	Chithirapuram
5	Idamalayar	6	Kakkayam
7	Kallar	8	Kallarkutty
9	Kannankuzhy	10	Karimanal
11	Kochupamba	12	Kodenchery

13	Kulamavu	14	Kuttiyadi
15	Malampuzha	16	Mankulam
17	Meencut	18	Moolamattom
19	Moozhiyar	20	Munnar
21	Nemmara	22	Padinjarethara
23	Pambla	24	Peechi
25	Peppara	26	Perumthenaruvi
27	Poringalkuthu	28	Ranni-Perinad
29	Seethathodu	30	Sholayar
31	Thriveni	32	Vadasserikkara
33	Vagamon	34	Vazhathope
35	Vellathooval	36	Barapole

**Annexure-III**

<b>Places eligible for claiming Warm Clothing Allowance</b>					
<b>Sl.No.</b>	<b>Places</b>	<b>District</b>	<b>Sl. No.</b>	<b>Places</b>	<b>District</b>
1	Adimaly	Idukki	2	Padinjarethara	Wayanad
3	Ambalavayal	Wayanad	4	Pampla	Idukki
5	Anachal	Idukki	6	Panamaram	Wayanad
7	Chimmony	Thrissur	8	Peechi	Thrissur
9	Chithirapuram	Idukki	10	Perumthenaruvi	Pathanamthitta
11	Erattayar	Idukki	12	Peruvanthanam	Idukki
13	Idamalayar	Ernakulam	14	Poringalkuthu	Thrissur
15	Kakkayam	Kozhikkode	16	Pothupara	Idukki
17	Kallar	Idukki	18	Pulpally	Wayanad
19	Kallarkutty	Idukki	20	Rajakumary	Idukki
21	Kalpetta	Wayanad	22	Ranni-Perunad	Pathanamthitta
23	Kambalakkad	Wayanad	24	Seethathodu	Pathanamthitta
25	Kambilikkandom	Idukki	26	Sholayar	Thrissur

27	Kaniyambetta	Wayanad	28	Sulthanbathery	Wayanad
29	Kanjikkuzhy	Idukki	30	Thavinjal	Wayanad
31	Kannankuzhy	Thrissur	32	Thookkupalam	Idukki
33	Karimanal	Idukki	34	Thriveni	Pathanamthitta
35	Kartikulam	Wayanad	36	Upputhara	Idukki
37	Kattappana	Idukki	38	Vagamon.	Idukki
39	Kochupamba	Pathanamthitta	40	Vandanmedu	Idukki
41	Kulamavu	Idukki	42	Vandiperiyar	Idukki
43	Kumily	Idukki	44	Vazhathope	Idukki
45	Kuttiyadi	Kozhikkode	46	Vellamunda	Wayanad
47	Mananthavadi	Wayanad	48	Vellathooval	Idukki
49	Mankulam	Idukki	50	Vythiri	Wayanad
51	Marayoor	Idukki	52	Meppady	Wayanad
53	Meenangadi	Wayanad	54	Moozhiyar	Pathanamthitta
55	Meencut	Idukki	56	Munnar	Idukki
57	Murikkasserry	Idukki			