



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

CIN:U40100KL2011SGC027424

**Regd. Office - Vidyuthi Bhavanam, Pattom,
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ABSTRACT

Payment of Bonus and Festival Advance to the Employees and Festival Allowance to Employees, Pensioners & Family Pensioners of the KSEB Ltd, for the year 2020-2021 - Sanctioned - Orders issued.

CORPORATE OFFICE (PERSONNEL)

Office Order (CMD) No.941/2021 (PS I(B)/Bonus/2021) TVPM, Dated 17.08.2021

- Read:-
1. G.O. (P) No. 61/2021/LBR TVPM dated 05.08.2021.
 2. G.O. (P) No. 115/2021/Fin Dated 13.08.2021.
 3. G.O. (P) No. 116/2021/Fin Dated 15.08.2021.

ORDER

The Kerala State Electricity Board Limited is pleased to sanction Bonus/Festival Allowance for the financial year 2020-2021 to all eligible employees, pensioners and family pensioners & Festival Advance to the employees subject to the conditions specified hereunder.

1. BONUS

- (a) Bonus @ 8.33 % of wages/salary drawn during the year 2020-2021, subject to a ceiling of ₹7000/-, will be paid to those employees who have drawn monthly wages up to ₹24,000/- p.m. in the existing Scales of Pay, including CLR Workers, persons engaged and paid directly by the Kerala State Electricity Board Limited on daily wage basis and PTC Employees. Pay, Dearness Allowance, Special Pay and Ad-hoc Dearness Allowance will be reckoned for calculating monthly wages.
- (b) The minimum bonus payable as above will be ₹100/- (Rupees One Hundred only).

- (c) For an employee to be eligible for Bonus, he should have been employed in the Kerala State Electricity Board Limited during the Financial year 2020 -2021 (April 2020 to March 2021) for a minimum period of 30 actual working days continuously excluding intervening holidays.
- (d) Persons engaged on daily wages as 1 (a) above for more than 30 Actual working days continuously are eligible for Bonus which may be worked out at 8.33 % of the total wages drawn by them during the period from 01.04.2020 to 31.03.2021.
- (e) For working out the eligibility for Bonus of an employee, the **rate of salary** of the employee concerned is the limiting factor and not the actual amount drawn for the purpose of reckoning the ceiling limits of ₹7000/- and ₹24,000/-. If on account of leave on loss of pay or half pay leave or by absence otherwise, the actual salary drawn by an employee in any month falls below the ceiling amount of ₹24,000/- while the actual rate of his pay is above the said ceiling limit, then the salary in respect of such leave period shall be reduced proportionately from the ceiling limit.

II. FESTIVAL ALLOWANCE TO EMPLOYEES

- (a) Festival Allowance of ₹2,750/- (Rupees Two thousand seven hundred and fifty only) will be paid to those employees who are not eligible for Bonus in terms of Para 1 (a) above.
- (b) Festival Allowance of ₹2,750/- (Rupees Two Thousand seven hundred and fifty Only) will be admissible to all regular employees who are in service as on the date of issue of this order and those who join duty before the fourth Onam of 2021.

III. FESTIVAL ALLOWANCE TO PENSIONERS

- (a) Those Pensioners who are not eligible for Bonus under clause I (a) above, will be paid a Festival Allowance of ₹2,750/- (Rupees Two thousand seven hundred and fifty only) provided they were in continuous service of the Board for not less than six months during the year 2020- 2021.

- (b) The pensioners who are not eligible for Bonus or Festival Allowance under clause I (a) and clause III (a) above, will be paid ₹1,000/- (Rupees One thousand only) as Special Festival Allowance.
- (c) Family Pensioners will be paid ₹1,000/- (Rupees One thousand only) as Special Festival Allowance.
- (d) Ex-gratia Pensioners will be paid ₹1,000/- (Rupees One thousand only) as Special Festival Allowance.
- (e) Re-employed pensioners, provisional hands recruited through Employment Exchanges and employees on contract appointments in the Board will be paid Special Festival Allowance of ₹ 2,750/- (Rupees Two thousand seven hundred and fifty only) subject to satisfaction of other conditions.

Note:-

Eligibility of pensioners for special festival allowance/festival allowance will be limited to any one of the items specified at III (a) to (e) above.

IV ONAM ADVANCE

Onam Advance up to a maximum of ₹15,000/- (Rupees Fifteen thousand only) will be paid, **on request**, to all regular employees **of and below the rank of Assistant Engineers/Senior Superintendent**, PTC employees and monthly paid CLR workers. In the case of those who wish to avail lesser amount as Festival Advance, the required amount will be paid in multiples of ₹1,000/- (Rupees One Thousand Only) subject to a maximum of ₹15,000/- (Rupees Fifteen Thousand only). Recovery of the advance will be effected in 5 equal monthly installments beginning with the salary for the month of **September 2021**.

V GENERAL

- (a) Those serving employees or retired employees who happen to be eligible for Bonus under clause I (a) and Festival Allowance under clause II (a) and III (a) above will be permitted to draw either Bonus or Festival Allowance whichever is more advantageous to them.

(b) The Bonus /Festival Allowance for Employees, Pensioners / Family Pensioners and Festival Advance to Employees will be disbursed on **17th and 18th August 2021.**

(c) The ARU Heads shall take necessary action for accounting the above payments. However, in the case of those offices where the practice of pre-audit is in vogue, the same shall be waived for effecting the payment as per this order.

By Order of the Chairman & Managing Director

Sd/-
Jayashree T K
Secretary (Administration)

To

All Chief Engineers/All Deputy Chief Engineers/All Executive Engineers

Copy to:

The Financial Adviser/The Chief Internal Auditor/The Legal Adviser & Disciplinary Enquiry Officer / The Chief Vigilance Officer

The Company Secretary (I/c)

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 (CP & Safety)/

The TA to Director {Generation (Electrical) & SCM }/

The TA to Director {(Generation (Civil))}/

The PA to Director (Finance)

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