



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 Dearness Allowance/Dearness Relief to the Employees and Service/Family Pensioners of the KSEB Ltd with effect from 01.01.2021 and 01.07.2021 – Sanctioned - Orders issued.

CORPORATE OFFICE (PERSONNEL)

B O (DB) No. 25/2022 (PS1(B)/DA&DR Revision/2020) Thiruvananthapuram, Dated: 10.01.2022

- Read:-
1. All India Consumer Price Index issued by the Labour Bureau, Government of India for the period from July 2020 to December 2020 and from January 2021 to June 2021.
 2. B.O. (FTD) No. 171/2021 (PSI/2617/PR/2018) dated 26.02.2021.
 3. B.O. (FTD) No. 172/PSI/498/Pension Revision/2021 dated 26.02.2021.
 4. B.O (DB) No.852/2019 (PS1(B)/2081/DA& DR/2018) dated 22.11.2019.
 5. G.O.(P) No.25/2021/Fin dated 08.02.2021
 6. Note No. PS1 (B)/DA & DR Revision/2020 dated 14.12.2021 of the Chairman & Managing Director.
 7. Proceedings of the 62nd Meeting of the Board of Directors held on 15.12.2021, vide Agenda Item No.16-12/2021.

ORDER

As per Article V Clause (1) of the Long-Term Settlement 2021 and Clause II (1) of Officers' Pay Revision Order 2021, the Kerala State Electricity Board Limited has decided to adopt a new method for calculating Dearness Allowance based on All India Consumer Price Index Factor. As per the Note (a) to clause (1) of Article V of the Long Term Settlement 2021, DA will be revised during the month of January and July every year based on the All India Consumer Price Index (AICPI).

The Labour Bureau, Government of India, has published the All India Consumer Price Index Numbers for the period from July 2020 to December 2020 and from January 2021 to June 2021. As per the Index Numbers, the employees and service/family pensioners of the KSEB Ltd are eligible for enhancement of Dearness Allowance/Dearness Relief @ 3% with effect from 01.01.2021 and 2% with effect from 01.07.2021. A proposal for enhancing Dearness Allowance/Dearness Relief @3% and 2% with effect from 01.01.2021 and 01.07.2021 respectively was submitted before the Board of Directors, as per Note read 6th above.

The Board of Directors of KSEBL in its 62nd meeting held on 15.12.2021 resolved to accord sanction to enhance Dearness Allowance and Dearness Relief @ 3% and 2% with effect from 01.01.2021 and 01.07.2021 respectively to the Employees and Pensioners of the Kerala State Electricity Board Limited, based on the Index Numbers published by the Labour Bureau, Government of India and in accordance with the relevant Clauses of the Long Term Settlement 2021, Officers Pay Revision Order 2021 and Pension Revision Order 2021 of Kerala State Electricity Board Limited.

The revised rate of Dearness Allowance (DA) and Dearness Relief (DR) to the employees/pensioners will be as follows.

Date from which enhanced DA/DR payable	Percentage increase in DA/DR per month	Revised DA/DR
01.01.2021	3%	17%
01.07.2021	2%	19%

The rate of Dearness Allowance payable to those employees, who have opted to remain in the pre-revised scale of 1998 Pay Revision (1993 Pay Scales) even after 01.01.2021, will be enhanced as follows with effect from 01.01.2019, 01.07.2019, 01.01.2020 and 01.07.2020.

Date of Effect	Pay Range	Rate of DA per month
01.01.2019	Basic Pay up to Rs.3500/- p.m	997% of Pay
	Basic Pay above Rs.3500/- p.m up to Rs.6000/-p.m	900% of Pay subject to a minimum of Rs.34895/- p.m
	Basic pay above Rs.6000/-	861% of pay subject to a minimum of Rs.54000/- p.m
01.07.2019	Basic Pay up to Rs.3500/- p.m	1039% of Pay
	Basic Pay above Rs.3500/- p.m up to Rs.6000/-p.m	942% of Pay subject to a minimum of Rs.36365/- p.m
	Basic pay above Rs.6000/-	903% of pay subject to a minimum of Rs.56520/- p.m
01.01.2020	Basic Pay up to Rs.3500/- p.m	1081% of Pay
	Basic Pay above Rs.3500/- p.m up to Rs.6000/-p.m	984% of Pay subject to a minimum of Rs.37835/- p.m
	Basic pay above Rs.6000/-	945% of pay subject to a minimum of Rs.59040/- p.m
01.07.2020	Basic Pay up to Rs.3500/- p.m	1115% of Pay
	Basic Pay above Rs.3500/- p.m up to Rs.6000/- p.m	1018% of Pay subject to a minimum of Rs.39025/- p.m
	Basic pay above Rs.6000/-	945% of pay subject to a minimum of Rs.61080/- p.m

The rate of Dearness Allowance payable to those employees who are getting pay and allowances based on the pay scales admissible as per 1998, 2007, and 2011 Pay Revisions will be enhanced as follows with effect from 01.01.2019, 01.07.2019, 01.01.2020 and 01.07.2020.

Applicable Pay Revision	Date from which Revised DA payable	Percentage increase of DA per month	Revised DA
DA applicable to those who are drawing salary in the pre revised scale of LTS 1998.	01.01.2019	11%	345%
	01.07.2019	17%	362%
	01.01.2020	17%	379%
	01.07.2020	14%	393%
DA applicable to those who are drawing salary in the pre revised scale of LTS 2007.	01.01.2019	11%	286%
	01.07.2019	17%	303%
	01.01.2020	17%	320%
	01.07.2020	14%	334%
DA applicable to those who	01.01.2019	6.786%	156.637%

are drawing salary in the pre revised scale of LTS 2011.	01.07.2019	11.310%	167.947%
	01.01.2020	11.310%	179.257%
	01.07.2020	9.048%	188.305%

The Part Time Contingent (PTC) employees of KSEBL are also eligible for enhanced DA at the rate applicable to regular employees.

The rate of Dearness Relief applicable to those Pensioners/ Family Pensioners of KSEB Ltd, whose Pension/Family Pension has not undergone revision as per B.O (FB) No.2748/2008(PS1/1428/2007) dated 11.11.2008, will be as shown below.

Date from which Revised DA payable	Percentage increase of DA per month	Revised DA
01.01.2019	11%	345%
01.07.2019	17%	362%
01.01.2020	17%	379%
01.07.2020	14%	393%

The rate of DR applicable to those Pensioners/ Family Pensioners of KSEB Ltd, whose Pension/Family Pension has not undergone revision as per B.O (FTD) N.641/2011(PS1/6047/2008) dated 28.02.2011, will be as shown below.

Date from which Revised DA payable	Percentage increase of DA per month	Revised DA
01.01.2019	11%	286%
01.07.2019	17%	303%
01.01.2020	17%	320%
01.07.2020	14%	334%

The rate of DR applicable to those Pensioners/ Family Pensioners of KSEB Ltd, whose Pension/Family Pension has not undergone revision as per B.O (FTD) N.746/2016(PS1/3764/2015) dated 03.03.2016, will be as shown below

Date from which Revised DA payable	Percentage increase of DA per month	Revised DA
01.01.2019	6.786%	156.637%
01.07.2019	11.310%	167.947%
01.01.2020	11.310%	179.257%
01.07.2020	9.048%	188.305%

Revision of DA/DR will be subject to the following conditions: -

- The DA/DR at the revised rates will be paid in cash with the Salary /Pension due for the month of January/February 2022 onwards.
- The arrears of DA at the revised rates for the period from 01.01.2021 to 31.12.2021 will be drawn and credited to the PF Account of the employee. No withdrawal other than final withdrawal shall be made before 01.07.2025 or retirement whichever is earlier.
- The following categories of employees will be paid arrears of DA in cash.

- 1. Those, in whose cases, it is not obligatory to maintain PF Account.
 - 2. Those who have opted not to subscribe to the PF Account during the last one year of their service prior to retirement.
- d) The arrears of Dearness Relief up to January 2022 will be paid in cash in three equal instalments along with the pension of May-2022, August-2022 and November-2022 respectively.

Other conditions

- i) The permission to draw arrears along with the salary bill is given in relaxation to Rule 176 of Kerala Treasury Code.
- ii) Where the employees are not eligible to subscribe to any PF Account before 01.01.2021, the drawl of arrears of Dearness Allowance shall be deferred. As and when the PF account is opened, it shall be drawn and credited to it.
- iii) For claiming salary for the month of April 2022, a certificate shall be attached to the salary bill to the effect that 'arrears as per DA revision from 01.01.2021 & 01.07.2021 have been claimed'.
- iv) Interest on arrears of Dearness Allowance credited to the PF Account of the employee will accrue from the 1st day of the month in which the bills are presented to the appropriate authorities.

Orders are issued accordingly.

By Order of the Director Board

Sd/-
Lekha. G
Company Secretary in-charge

To

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

Copy to:

The TA to Chairman & Managing Director / The TA to Director (D & IT)/
The TA to Director (Trans & SO) / The TA to Director (REES, SOURA, Sports & Welfare)/
The TA to Director {Generation-Electrical) / The TA to Director (Planning, Safety & SCM)/
The TA to Director {(Generation (Civil)/ Financial Adviser / The Chief Internal Auditor
The Legal Adviser & Disciplinary Enquiry Officer/The Chief Vigilance Officer
The Deputy Secretary (Admn.) / Regional Audit Officers/
The Chief Public Relations Officer/ The PA to Director (Finance)
The CA to Secretary (Administration)/ Company Secretary (I/c)/
The FC Superintendent/Record Section/Library/Stock File.

Forwarded/By order

Senior Superintendent