



Kerala State Electricity Board Limited
(Incorporated under the Companies Act, 1956)
Registered office: Vydyuthi Bhavanam, Pattom
Thiruvananthapuram-695004.
CIN: U40100KJ2011SGC027424
Website: www.kseb.in
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ABSTRACT

Dearness Allowance/Dearness Relief to Board Employees/Pensioners/Family Pensioners – Revision with effect from 01.07.2019 – Sanctioned - Orders issued.

CORPORATE OFFICE (PERSONNEL)

B O (DB) No. 852/2019 (PS1(B)/DA&DR/2018) Thiruvananthapuram, Dated: 22.11.2019

- Read:-
1. All India Consumer Price Index issued by Labour Bureau, Government of India from July 2018 to June 2019.
 2. G.O. (P) No. 44/2019/Fin. Thiruvananthapuram, dated 04.04.2019
 3. G.O. (P) No. 48/2019/Fin. Thiruvananthapuram, dated 27.04.2019
 4. B.O. (FTD) No. 746/2016 (PSI/3764/2015) dated 03.03.2016.
 5. B.O. (FTD) No. 768/PSI/Pension Revision/2016 dated 04.03.2016.
 6. Note No. PS1 (B)/DA & DR/2018 dated 22.10.2019 of the Chairman & Managing Director
 7. Proceedings of the 50th Meeting of the Board of Directors held on 07.11.2019 vide Agenda Item No.14-11/2019

ORDER

The Kerala State Electricity Board Limited had resolved to sanction the enhanced Dearness Allowance and Dearness Relief @ 5% due on 01.07.2019 to the Employees and Pensioners of Kerala State Electricity Board Limited based on AICPI published by Labour Bureau, Government of India and in accordance with the relevant clauses of the Long Term Settlement 2016, Officers Pay Revision 2016 and Pension Revision 2016 of Kerala State Electricity Board Limited, subject to the conditions :-

- a) The DA/DR at the revised rates will be paid in cash with the Salary /Pension due for the month of November / December 2019 onwards.
- b) In respect of employees the arrears of DA at the revised rate for the period from 01.07.2019 to 31.10.2019 will be drawn and credited to the PF Account of the employee. No withdrawal other than final withdrawal shall be made before 01.07.2024 or retirement whichever is earlier.
- c) The following categories of employees will be paid arrears of DA in cash.
 - Those, in whose cases, it is not obligatory to maintain PF Account.
 - Those who have opted not to subscribe to the PF Account during the last one year of their service prior to retirement.
- d) For pensioners the arrears of DR due for the months from July 2019 to November 2019 will be paid in cash along with the pension of December 2019.

(1). Dearness Allowance to the Employees

As per Article V Clause (1) of the Long Term Settlement 2016 and Clause II (1) of Officers' Pay Revision 2016, the Kerala State Electricity Board Limited had decided to adopt a new method for calculating Dearness Allowance based on All India Consumer Price Index Factor. As per Note (a) to clause (1) of Article V of LTS 2016, the DA will be revised during the month of January and July every year based on the AICP Index.

As per the AICPI rates as on July 2019 (Applicable period from July 2018 to June 2019) published by the Labour Bureau, Government of India read 1st above, the rate of Dearness Allowance applicable from 01.07.2019 by applying the above AICPI is 5%.

The revised rate of Dearness Allowance applicable to Employees of Kerala State Electricity Board Limited with effect from 01.07.2019 will be as follows.

Date from which payable	Percentage increase of DA per month	Revised DA
01.07.2019	5%	39%

(2). The revised rate of Dearness Allowance will be payable to the Part-time Contingent Employees also on the basis of the pay drawn by them.

In the case of employees who are drawing pay and pension in the pre-revised scales, the DA/DR payable is arrived at based on the conditions specified in the G.O's. read as 2nd and 3rd paper above. The State Government had revised the rates of Dearness Allowance to employees and Dearness Relief to the pensioners with effect from 01.01.2018 and 01.07.2018.

Accordingly, the Dearness Allowance & Dearness Relief of employees drawing pay and pension in the pre-revised scales, can be revised based on the conditions specified in the G.O's. read as 2nd and 3rd above.

(3). In respect of workmen and officers of Kerala State Electricity Board Limited continuing in the pre-revised scale as per B.O. (FB) No.641/2011 (PSI/6047/2008) Dated 28.02.2011 and B.O. (FM) No. 2966/2011 (PSI/1757/2009) Dated 24.12.2011 respectively, Dearness Allowance will be sanctioned as given below:-

Date from which payable	Percentage increase of DA per month	Revised DA
01.01.2018	3.393 %	143.065%

Date from which payable	Percentage increase of DA per month	Revised DA
01.07.2018	6.786 %	149.851 %

(4). In respect of workmen and officers continuing in the pre-revised scale as per B.O. (FB) No.628/2007 (PSI/101/2006) Dated 19.03.2007 and B.O. (FM) No. 2075/2007 (PSI/OPR/2007) Dated 12.09.2007 respectively, Dearness Allowance will be sanctioned as given below:-

Date from which payable	Percentage increase of DA per month	Revised DA
01.01.2018	6 %	265 %

Date from which payable	Percentage increase of DA per month	Revised DA
01.07.2018	10 %	275 %

(5). In the case of those who have opted to remain in the pre-revised scale of 1998 Pay Revision (1993 pay scales) even after 01.07.2019, DA will be sanctioned as given below:

Date of effect	Pay Range	Rate of DA per Month
01.01.2018	Basic pay up to ₹ 3,500 p.m	946% of Pay
	Basic pay above ₹ 3,500 up to ₹ 6,000 p.m	849% of Pay subject to a minimum of ₹ 33,110/-
	Basic Pay above ₹ 6,000	810% of pay subject to a minimum of ₹ 50,940/-

Date of effect	Pay Range	Rate of DA per Month
01.07.2018	Basic pay up to ₹ 3,500 p.m	970% of Pay
	Basic pay above ₹ 3,500 up to ₹ 6,000 p.m	873% of Pay subject to a minimum of ₹ 33,950/-
	Basic Pay above ₹ 6,000	834% of pay subject to a minimum of ₹ 52,380/-

(6). For those who are continuing in the 1998 pay scales even after 01.07.2019, DA will be sanctioned as follows:-

Date of effect	Percentage increase of DA	Revised DA
01.01.2018	6 %	324 %

Date of effect	Percentage increase of DA	Revised DA
01.07.2018	10 %	334 %

In respect of employees remaining in pre-revised scale :

Arrears for the period from 01.01.2018 to 31.10.2019 will be drawn and credited to the PF Account of the employee along with the salary bill for any of the months from November 2019 to December 2019 . Admissible DA Rate will be revised as and when Government announces the DA rates.

Dearness Relief (DR) to Pensioners / Family Pensioners

(1) The Dearness Relief to Pensioners/Family Pensioners of Kerala State Electricity Board Limited may also be revised in line with the revision of DA in respect of regular employees. Accordingly, the enhancement in the rate of Dearness Relief applicable to the above pensioners will also be 5%.

The Dearness Relief applicable to Service Pensioners /Family Pensioners/Exgratia Pensioners / Exgratia Family Pensioners with effect from 01.07.2019 will be revised as follows.

Date from which payable	Percentage increase of DR per month	Revised DR
01.07.2019	5%	39%

(2) In respect of the Pensioners/Family Pensioners whose pension has not undergone revision as per Board Order dated 04.03.2016 and are drawing pension/family pension as per pension revision order dated 31.05.2012, Dearness Relief will be sanctioned as follows

Date of effect	Percentage increase of DR	Revised DR
01.01.2018	3.393 % of Pension/Family Pension	143.065 % of Pension/Family Pension

Date of effect	Percentage increase of DR	Revised DR
01.07.2018	6.786 % of Pension/Family Pension	149.851 % of Pension/Family Pension

(3). In respect of the Pensioners/Family Pensioners whose pension has not undergone revision as per Board Order dated 31.05.2012 and are drawing pension/family pension as per pension revision order dated 11.11.2008, Dearness Relief will be sanctioned as follows:

Date of effect	Percentage increase of DR	Revised DR
01.01.2018	6% of Pension/Family Pension	265 % of pre-revised Pension/Family Pension

Date of effect	Percentage increase of DR	Revised DR
01.07.2018	10 % of Pension/Family Pension	275 % of pre-revised Pension/Family Pension

(4). In respect of the Pensioners/Family Pensioners whose pension has not undergone revision as per Board Order dated 11.11.2008 and are drawing pension/family pension as per pension revision order dated 23.02.2001, Dearness Relief will be sanctioned as follows:

Date of effect	Percentage increase of DR	Revised DR
01.01.2018	6 % of Pension/Family Pension	324 % of pre-revised Pension/Family Pension

Date of effect	Percentage increase of DR	Revised DR
01.07.2018	10 % of Pension/Family Pension	334 % of pre-revised Pension/Family Pension

(5). Payment of Dearness Relief involving fraction of a Rupee shall be rounded to the next higher rupee.

(6). If the sum total of revised Pension/Family Pension and its Dearness Relief from 01.07.2013/01.08.2013, by applying revised Dearness Relief rates calculated based on AICPI (IW), is lower than the sum total of pre-revised Pension/Family Pension and its applicable Dearness Relief up to the date of pension revision, the drop to that extent shall be protected only for the purpose of claiming arrears of pension.

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 01.07.2019, the drawal of arrears of Dearness Allowance shall be deferred. As and when the PF account is opened, it shall be drawn and deposited in it.

(iii)	For claiming salary for the month of November 2019, a certificate shall be attached to the salary bill to the effect that "arrears as per DA revision from 01.07.2019 have been claimed.
(iv)	Interest on Dearness Allowance credited to the PF Account of the employee will accrue from the 1 st day of the month in which the bills are presented to the appropriate authorities.
(v)	No withdrawal, other than final withdrawal shall be made before the date specified below from the arrears of Dearness Allowance credited to the PF Account.
(vi)	The clause (iv) & (v) above will be applicable 'mutatis mutandis' to PF other than GPF also.

Period of arrears of DA at the revised rate	Date on which the amount will be permitted to be withdrawn
01.07.2019 to 31.10.2019	01.07.2024 or retirement whichever is earlier

Period of arrears of DA in respect of employees remaining in pre-revised scale	Date on which the amount will be permitted to be withdrawn
01.01.2018 to 30.10.2019	01.07.2024 or retirement whichever is earlier

By Order of the Director Board

Sd/-

Lekha. G

Company Secretary in-charge

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

22/11/2019
 Senior Superintendent