

Master Scale of Workmen-

**17000-500/3-18500-580/2-19660-760/2-21180-905/3-23895-1115/2-26125-1365/5-32950-1605/6- 42580-1745/9-58285
(32 Years)**

Fitment Benefit- 12%-Minimum 2250/-

Weightage:-

0.6% weightage will be given for each completed year of service in the Board, subject to a maximum of 15%. In the case of employees having fraction of a year of service, weightage will be given @ 0.05%/ Month. For the purpose of weightage, the month will be calculated as defined in KSR, Part I. **Minimum amount of weightage will be Rs.175/-.**

Introduction of Leave Travel Concession to the employees of KSEB Limited

The scheme introduced by the State Government for granting Leave Travel Concession may be extended to the employees of Kerala State Electricity Board Limited also. The guidelines issued by State Government regarding the admissibility of LTC, distance of travel, advance payments, mode of conveyance, reimbursement of fare etc specified as per G.O.(P)No.5/2013/Fin dated 02.01.2013 and subsequent amendment orders if any issued by State Government may be adopted for implementation in Kerala State Electricity Board Limited.

Grade Promotion

Present Grade Promotion System will be continued.

DA Merging

By Merging 84.253% DA as on 01.08.2013 with the existing basic Pay

Span of Scale

Span of Scale will be 32 Years.

Pay Revision- 2016 Final rate of allowances (Pay Range will be changed as per the new Pay Scale 17000-58285

1. House Rent Allowance

Pay Range	B2 Class city and above (Rs)	Other cities/ Town (Rs)	Other places
15250 - 20443	1090	835	
20444 - 39161	1510	1075	
39162 - 47535	1825	1300	
47536 - 54865	2350	1675	750
54866 & above	2770	1915	

2. City Compensatory Allowance

SL.No	Pay Range(Basic Pay)	Proposed Rate per month(Rs)
1	Below Rs.15378/-	350
2	Rs.15379/- and above but below Rs.22057/-	440
3	Rs.22058/- and above but below Rs.27662/-	525
4	Rs.27663/- and above	615

3. Medical Allowance

The existing rate of medical allowance of Rs.55/- per month will be revised to Rs.75/- month.

4. Hill Tract Allowance

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

Existing Pay range	Revised Pay range	Existing rate (Rs)	Proposed rate
Up to and including Rs.10210	Up to and including Rs.18812	200/-	300/-
Above Rs.10210 but below Rs.16180	Above Rs.18813 but below Rs.29812	260/-	450/-
Above 16180		280/-	500/-

5. Hydel Area Allowance/ Operation Allowance

Pay Range	Existing Rate (Rs.)	Proposed Rate (Rs)
Up to Rs.23726/-	300/-	450/-
Rs.23726 to Rs.26286	350/-	525/-
Rs.26287 to Rs.38500	425/-	640/-
Rs.38501 and above	500/-	750/-

6. Project Allowance

Project Allowance now being paid at the rate of 10% of Basic Pay subject to a maximum of Rs.1500/- per month is revised to 10% of Basic Pay Subject to a maximum of Rs.2000/- 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. Workmen working in completed projects in hydel areas are eligible to draw Hydel Area Allowance instead of Project Allowance.

7. Investigation Allowance

Investigation Allowance now being paid at the rate of 5% of Basic Pay with a minimum of Rs.500/- and a maximum of Rs.1200/- is revised to 5% of Basic Pay with a minimum of Rs.1000/- and a maximum of Rs.2000/- per month.

8. Allowance to Office attendants

The rate of Local Delivery Allowance now being paid at Rs.50/- per month to the Office Attendants is revised to Rs.100/- per month. Extra Duty Allowance now being paid at the rate of Rs.100/- 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 and Secretary to the Board will be enhanced to Rs.250/- per month. Office Attendant attached to the above Offices is eligible for both allowances

9. Spread Over Allowance

Spread over Allowance will be paid on a monthly basis at the revised rates to categories of posts as shown below:-

Categories	Existing Rate (Rs.)	Proposed Rate (Rs.)
Lineman Gr. II/ Lineman Gr. I	300/-	380/-
Overseer	320/-	400/-
Sub-Engineer	340/-	420/-

10. Extra Duty Allowance to Drivers

Extra Duty Allowance now being paid to Drivers at the rate of Rs.260/- per month will be enhanced to Rs. 500/- per month.

11. Shift Duty Allowance

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

Categories	Existing rate (Rs)	Proposed rate per month (Rs)
Lineman Gr.II / Lineman Gr.I & Watchman	95/-	120/-
Overseer	100/-	125/-
Sub-Engineer	105/-	130/-
Call Centre Agents	Nil	120/-

12. Uniform Allowance

'Uniform Allowance' will be paid on an annual basis to the following categories that are required to wear uniform, subject to the conditions as shown below.

Category(Rs)	Existing Rate	Proposed Rate(Rs)
Male/Female	1350/- Per Year 950/- Per Year	3000/- Per Year
Workmen in BDPP/ KDPP (limited to those who are regularly in contact with oil)	2000/-Per Year	3000/- per year

Scavengers (to be re-designated) (Male and Female)		3000/- per year
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13. Night Duty Allowance

The existing rate of Rs.15/- per day of full night duty will be revised to Rs.25/- per day. This allowance is not payable where shift duty allowance is paid.

14. Risk Allowance

The Risk Allowance now being paid at the rate of Rs.90/- per month to the employees engaged for cash collection in Electrical Sections will be revised to Rs.150/- per month.

Risk

allowance will not be paid to cashier trainees.

15. Warm Clothing Allowance

The existing allowance for purchasing woollen blankets paid at the rate of Rs.500/- once in two years will be enhanced to Rs.750/- once in two years. This allowance will be paid

to employees working in offices situated in places appended to this Long Term Settlement as

Annexure 3.2. (Page196-197)

This allowance will be paid to the workmen working in the areas appended.

16. EHT Line Construction Allowance

EHT Line Construction Allowance will be paid at the revised rates for all pay ranges as shown below.

Existing Pay range (Rs)	Revised Pay range Revised	Existing rate/Month	rate/Month (Rs)
Up to Rs.8349/-	Up to Rs.15383/-	65/-	100/- For all pay ranges
Rs.8349 to Rs.10452/-	Rs.15384 to Rs.19258/-	70/-	
Rs.10453 to Rs.13586/-	Rs.19259 to Rs.25033/-	75/-	
Rs.13587/- and above	Rs.25033/- and above	85/-	

Note:-

a) EHT Line Construction Allowance will be paid to those workmen who are actually engaged in the construction/maintenance of EHT Line of and above 66 KV.

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

17. Store Allowance

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

Categories Existing	Existing Rate (Rs.)	Rate per Month (Rs.)
Senior Assistant ((working in store from 8.00 AM to 5.00 PM)	75	100
Sub Engineer (working in store from 8.00 AM to 5.00 PM)	100	125

Heavy duty allowance now being paid to Electricity Workers in stores will be revised to Rs 100 per month.

18. Technical Allowance

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

Categories Existing	Existing Rate (Rs.)	Revised Rate Per Month (Rs.)
Overseer (Civil) & (Electrical) working in DB	35	45
Sub Engineer working in DB	40	50

19. Conveyance Allowance

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.300/- to Rs.400/- per month irrespective of the mode of conveyance used. Senior Assistants of Regional Audit Offices and System Supervisors along with Nodal Officers (litigation) are also eligible for this allowance. The rate of Allowance for those employees working under the Break-down Wing in Electrical Section Offices will be enhanced from Rs.350/- per month to Rs.450/- per month. The rate of conveyance allowance to physically challenged regular employees now being paid at Rs.600/- per month is revised to Rs.800/- per month.

Note:-

A part from the Conveyance allowance given to physically challenged regular employees, the allowance is intended to compensate the expenses for travel incidental to the discharge of their duties in their respective areas of work within a distance of 8 Kms from headquarters. 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 (Rs.)	Revised Rate Per Month (Rs.)
Sholayar Poringalkuthu Moozhiyar Kochu Pampa Idamalayar Kakkayam Triveni Pampa Mankulam	10% of the basic pay subject to a maximum of Rs.1500/- per month.	10% of the basic pay subject to a maximum of Rs.1750/- per month

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 the isolated areas which will be notified by the Board 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 Allowance, Project Allowance and Operation Allowance

21. Spectacle Allowance

The spectacle allowance of Rs.1000/ twice in service now being paid to the employees will be revised to Rs.1200/- once in 5 years.

Note:-

Those employees who have already availed of this allowance will be eligible to get the allowance only after the expiry of 5 years from the date of this settlement. The workmen who have not availed the allowance for the second time, is however, eligible to claim this allowance 5 years after the previous claim. 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 own use. The present practice of entering the receipt of this allowance in the Service Book of the employee will be strictly followed.

22. Tunnel Allowance

Tunnel Allowance now being paid at the rate of Rs.200/- per month will be revised to Rs.225/- 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 be paid to workmen performing duties inside the underground power station at Moolamattom who work on regular basis with full time duties in the power station for a minimum period of 14 days in a month.

23. Special Allowance to Workmen Engaged in Spot Billing

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

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

24. Education Allowance to parents of physically/mentally challenged children

This allowance now being paid at the rate of Rs.500/- per month is revised to Rs.750/- per month to those employees whose physically/mentally challenged child/children are undergoing studies in Special/General Schools.

25. I T Allowance for Programmers and System Supervisors

This allowance now being paid at Rs.1000/- per month to employees who are actually performing duties as computer programmers is enhanced to Rs.1100/- per month. Programmers, who actually perform the duties of computer programmer, having IT qualification (DCA, MCA, PGDCA, B.Tech in computer Engineering recognized by Govt. of Kerala) will be eligible to get this allowance at the rate of Rs.1500/- per month. IT Allowance now being given to employees working as System Supervisors at Rs.200/- per month will be revised to Rs.300/- per month.

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

1. 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:

- (i) Stenographer attached to the Chairman, Full Time Directors, Secretary, Public Relations Officer, Chief Engineer (HRM), Deputy Chief Engineer - (HRM-I).
- (ii) (a) Office Attendant attending to Chairman, Full Time Directors and Secretary.
- (b) Office Attendants attending to Financial Adviser, Public Relations Officer and Chief Personnel Officer.

27. Hotline Allowance:

SL.No	Particular	Existing Rate	Designation	Proposed date
1	Hotline Allowance	@ 20% of basic pay subject to a minimum of Rs. 1500/- and a maximum of Rs. 3500/- per month		

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	Particular	Existing Rate	Proposed date
1	New Delhi (Capital) Allowance	15% of Basic pay	10% of Basic pay subject to a maximum of Rs.8000 per month.
2	Warm Clothing Allowance	Rs.4000/- once in 4 years.	Rs.5000/- once in 4 years.
3	Educational Allowance	Rs.500 per month per child for 2 children irrespective of place of study.	Rs.600 per month per child for 2 children irrespective of place of study.
4	Leave Travel Concession to home town.	Once in 2 years provided the employee avails Earned Leave for a minimum period of 15 days for visiting home town.	LTC once in 2 years for visiting home town with family and once in a year for employee traveling alone.

29) Oil Allowance, Dust Allowance, Chemical Allowance and Thermal Allowance

Oil, Dust, Chemical and Thermal Allowances will be paid at the existing rates based on

pay ranges as given below.

Existing Pay Range	Revised Pay Range	Rate				All these Allowances Will continue at the existing rates corresponding to the revised pay ranges.
		Oil Allowance Rs	Dust Allowance Rs	Chemical Allowance Rs	Thermal Allowance Rs	
Up to Rs.8363	Will be fixed based on the revised scale	35	40	65	40	
Rs.8364 to 9609		40	45	75	45	
Rs.9610 to 10417		45	55	90	50	
Rs.10418 to 11063		50	65	110	55	
Rs.11064 to 11711		60	75	130	65	
Rs.11712 to 13004		65	90	145	70	
Rs.13005 & above		80	100	175	85	

Note:- a) Coverage of all these allowances will continue as per the existing rules.
b) Oil Allowance will be granted to workmen under Transformer Maintenance Sub Division.

30. The following Allowances 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.

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, CCA and Medical Allowance. In projects, Hydel areas and isolated areas workmen will be paid any of the three allowances at their choice in addition to DA, HRA, and Medical Allowance.

(b) Conveyance Allowance, Spread Over Allowance, Night Duty Allowance, Tunnel Allowance, Headquarters Extra Duty Allowances to Drivers, Thermal Allowance and allowances payable annually or once/twice in service, once in 5 years, and Educational Allowance to parents of physically / mentally challenged 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.

B. PTC Employees

(1) House Rent Allowance

This allowance will be revised from Rs.140/- per month to Rs.210/- per month.

(ii) City Compensatory Allowance

City Compensatory Allowance now being paid at Rs.50/- per month to those who are working in the designated cities of Thiruvananthapuram, Kollam, Kochi (including Kakkannad), Thrissur & Kozhikode will be revised to Rs.90/-.

(iii) Hydel Area Allowance

Hydel Area Allowance now being paid at Rs.140 per month will be revised to Rs.210/- 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

(iv) Uniform Allowance

Existing Uniform Allowance of Rs.500/- per year will be revised to Rs.700/- per year.

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Note:-

(1) Uniform Allowance will be paid to those who are wearing the prescribed uniform during duty hours.

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

(3) 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.

(v) Hill Tract Allowance

The existing rate of Rs.100/- per month will be revised to Rs.125/- per month.

(vi) Spectacle Allowance

The spectacle allowance of Rs.1000/ twice in service now being paid to the employees will be revised to Rs.1200/- once in 5 years. The employees who have not availed the allowance for the second time, is however, eligible to claim this allowance 5 years after the previous claim. 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 own use. The present practice of entering the receipt of this allowance in the Service Book of the employee will be strictly followed.

(vii) Conveyance Allowance to Physically Challenged PTC Employees

This Allowance being paid to Physically Challenged PTC employees having permanent/partial disability of not less than 40% will be enhanced from the existing Rs.600/- to Rs.800/- per month.

(viii) Medical Allowance

Medical Allowance will be paid at the rate of Rs.50/- per month.

Shift Duty will introduced on experimental basis at Kasargod & Pathanamthitta Circle.

Grade- Existing practice will continued.

LTC- will be allowed to KSEB Employees

28K fixation will be allowed