

I REVISION OF PAY AND ALLOWANCES OF OFFICERS

1. Applicability

The revision of Pay and allowances will be applicable only to Officers in the regular service of the Kerala State Electricity Board Limited (KSEBL) as on 30.06.2013 and who were continuing in service on 01.07.2013, unless otherwise specified.

2. Scales of pay

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

Master Scale

| Existing | Revised |
|--|---|
| 20170-870/2-21910-945/6-27580-1130/6-34360-1290/5-40810-1380/5-47710-1520/5-55310 (29 Years) | 40975-1605/1-42580-1745/6-53050-2085/8-69730-2380/6-84010-2545/6-99280-2800/6-116080 (33 years) |

Time Scales of Pay of officers

| SL No. | Designation | Existing Scales of pay | Revised Scales of pay |
|--------|---|--|---|
| (1) | (2) | (3) | (4) |
| 1 | Assistant Engineer/ Senior Superintendent/ Divisional Accounts Officer/ Senior Confidential Assistant/ Fair Copy Superintendent/ Foreman Grade 1 | 20170-870/2-21910-945/6-27580-1130/5-33230. (13Years) | 40975-1605/1-42580-1745/6-53050-2085/8-69730-2380/5-81630 (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. | 25690-945/2-27580-1130/6-34360-1290/4-39520. (12 Years) | 51305-1745/1-53050-2085/8-69730-2380/6-84010-2545/3-91645 (18 years) |

| | | | |
|---|--|--|--|
| 3 | Accounts Officer/ Finance Officer/ Personal Assistant | 26635-945/1-27580- 1130/6-34360-1290/5- 40810-1380/1-42190. (13 Years) | 53050-2085/8-69730- 2380/6-84010-2545/6- 99280-2800/1-102080 (21 years) |
| 4 | Executive Engineer/ Personnel Officer | 28710-1130/5-34360- 1290/5-40810-1380/5- 47710. (15 Years) | 57220-2085/6-69730- 2380/6-84010-2545/6- 99280-2800/2-104880 (20 years) |
| 5 | Senior Accounts Officer/ Senior Finance Officer/ Deputy Chief Accounts Officer | 29840-1130/4-34360- 1290/5-40810-1380/5- 47710-1520/1-49230. (15 Years) | 59305-2085/5-69730- 2380/6-84010-2545/6- 99280-2800/3-107680 (20 years) |
| 6 | Deputy Chief Engineer/Chief Personnel Officer/Chief Accounts Officer | 34360-1290/5-40810- 1380/5-47710-1520/2- 50750. (12 Years) | 67645-2085/1-69730- 2380/6-84010-2545/6- 99280-2800/4-110480 (17 years) |
| 7 | Chief Engineer/Financial Adviser/Chief Internal Auditor | 40810-1380/5-47710- 1520/5-55310 (10 Years) | 79250-2380/2-84010- 2545/6-99280-2800/6- 116080 (14 years) |

3. Cadre Pay

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

| Designation | Rate Per month |
|--|----------------|
| Chief Engineer /Financial Adviser / Chief Internal Auditor | Rs.3000/- |
| Deputy Chief Engineer /Chief Personnel Officer / Chief Accounts Officer/Senior Accounts Officer /Senior Finance Officer/ Deputy Chief Accounts Officer etc | Rs.2000/- |
| Accounts Officer / Finance Officer / Deputy Secretary / Executive Engineer / Personnel Officer / Personal Assistant etc | Rs.600/- |
| Asst Executive Engineer / Asst Accounts Officer / Asst Finance Officer/ Junior Personal Assistant / Regional Personnel Officer / Senior Fair Copy Superintendent etc | Rs.500/- |
| Asst Engineer / Sr. Superintendent / Divisional Accounts Officer / Senior Confidential Assistant/Forman Grade-I etc. | Rs.400/- |

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 Pay Fixation

4.1. All Officers of the Board who were in the regular service as on 30.06.2013 and who were continuing in service on 01.07.2013 will be given an assured minimum benefit of Rs.2250/- (Rupees two thousand two hundred and fifty only) or 12% of Basic Pay as on 30.06.2013 in the pre-revised pay scale, whichever is higher.

4.2. 84.253% Dearness Allowance on the existing pay in the pre-revised pay scale shall be merged with the pay as on 30.06.2013.

4.3. Quantum of Weightage

(a) Weightage for the past service in the KSEBL will be allowed at the rate of 0.6 % (Zero Point Six Percentage) of the basic pay in the pre-revised scale for each completed year of service as on 30.06.2013, subject to a maximum of 15 % (Fifteen Percentage). In the case of officers having fraction of a year of service, weightage will be given @ 0.05 % (Zero Point Zero Five Percentage) per completed month as on 30.06.2013.

(b) Weightage shall be admissible only to the officers in Board's service as on 30.06.2013 and who were continuing in service as on 01.07.2013.

(c) Minimum amount of weightage will be Rs.175/-

(d) For the purpose of weightage, fraction of a rupee, if any, will be rounded off to the next higher rupee.

4.4 Service up to 30.06.2013 that will count for weightage.

(a) Qualifying service in KSE Board as on 30.06.2013.

- (b) Broken periods of provisional service in the Board will count for weightage under this clause, if it has been counted for increments under the service of the KSEBL.
- (c) Leave without Allowance on Medical Certificate.
- (d) Leave without Allowance for 60 days taken in continuation of Maternity Leave.
- (e) Previous service put in by the Officers in KSE Board Limited prior to appointment to the higher post, through Kerala Public Service Commission by direct recruitment.
- (f) Former Government service (both Central and State) followed by Board service without break and reckoned by the Board.
- (g) In the case of former CLR/ TLR/ HR workers who had applied in response to the Board's Notification of October 1975 and who were later appointed by the Board to be Casual Workers pending their regularization as Mazdoors (Electricity Workers), their actual casual service pending regularization by the Public Service Commission from November 1978 will also be counted for weightage as per this order, if they have been regularized in the Board Service either by Board or by the Public Service Commission on or before 30.06.2013.
- (h) The provisional service rendered by the Provisional Lineman / Meter Reader from February 1989 will be reckoned.
- (i) The actual period of CLR service of the employees in the Board who were appointed under Compassionate Employment Scheme will be counted for weightage.
- (j) All services mentioned under Para V of Circular LTS/93 dated 17.10.1995 of the FA&CAO other than above will be reckoned for computing qualifying service for weightage to this revision.

4.5 Service up to 30.06.2013 that will not count for weightage

- (a) Time spent on leave not counted for normal increments

- (b) The period of increment barred with cumulative effect
- (c) The period of suspension
 - (i) Not regularized
 - (ii) Period treated as period not spent on duty
 - (iii) Regularized as Leave without Allowance
- (d) Unauthorized absence even if subsequently regularized.
- (e) Leave without Allowance on personal ground, for employment in India or abroad, for joining spouse, for study purpose, as governed by B.O (FB) No.532/2007 (Estt.I/251/07) dated 07.03.2007.
- (f) Prior service in Government or elsewhere rendered by Officers who entered Board service on or after 01.07.2003.

4.6 Fixation of Pay in the Revised Scale

The Pay of an Officer in service as on 01.07.2013 will be fixed in the revised scale of pay as follows.

- (a) Add to the Basic Pay in the pre-revised scale as on 30.06.2013, the following:
 - (i) An assured fitment benefit of Rs.2250/- (Rupees Two thousand two hundred and fifty only) or 12 % of the Basic Pay in the pre-revised scale, whichever is higher.
 - (ii) 84.253% DA on the existing pay in the pre-revised pay scale.
 - (iii) Weightage admissible under Clause 4 .3 above.
 - (iv) Fitment benefit and service weightage taken together shall not exceed Rs.13,000/-
- (b) (i) If the amount arrived at as per sub clause (a) above is less than the minimum of the revised scale, the pay of the Officer will be fixed at the minimum of the revised scale.

- (ii) If the amount arrived at as per sub clause (a) above does not exceed the scale maximum, the pay will be fixed at the next stage whether it represents a stage in the revised scale or not.
- (c) (i) If during the period of operation of this pay revision, any Officer except Chief Engineer and equivalent post reaches the maximum of the revised scale applicable to him/her and thereby stagnates in the scale, he/she will be permitted to draw 4 more increments annually and one increment biennially as stagnation increments at the rate of increment he/she last drew in the revised scale. If the maximum 5 number of stagnation increments is used for fixation of pay on 30.06.2013 itself, he/she will not be permitted to draw any further increment in the respective scale of pay. However, if an amount less than 5 stagnation increments has been used for fixation of pay he/she will be permitted to draw the balance number of stagnation increments, which has not been used for fixation of pay, except in the case of Chief Engineer and equivalent posts.
- (ii) In the case of Chief Engineer and equivalent posts only 3 stagnation increments will be granted annually at the rate of increment he/she last drew in the revised scale, after reaching the maximum of their individual time scale (and thereby reaching the maximum of the master scale) ie Rs.116080/-. If the maximum number of 3 stagnation increments is used for fixation of pay on 30.06.2013 itself, he/she will not be permitted to draw any further stagnation increment in the respective scale of pay. However, if an amount less than 3 number of stagnation increments has been used for fixation of pay he/she will be permitted to draw the balance number of stagnation increments, which has not been used for fixation of pay.
- (d) The difference of the pay arrived at as per clause (a) above and the total amount arrived at by adding the scale maximum and admissible five/three stagnation increments, as the case may be, will be treated as personal pay. This 'personal pay' will count for all purposes, namely, subsequent fixation of pay, leave salary, drawal of allowances including Dearness Allowance and pension.
- (e) The pay arrived at as per sub clause (b), (c) & (d) above, as the case may be, shall be the pay as on 01.07.2013 in the revised scale of pay.

Note

Basic pay as mentioned in 4.6 (a) includes basic pay, personal pay and stagnation increments drawn in the pre-revised scale as on 30.06.2013.

5. No option facility will be allowed for switching over to the revised scale of pay.
6.
 - (a) The next increment in the revised scale will be given on the date on which the normal increment falls due in the pre-revised scale.
 - (b) If an Officer draws his next increment in the revised scale under clause 6 (a) above, and thereby becomes eligible for higher pay than his senior whose next increment falls due at a later date, the pay of such senior will be re-fixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay.
 - (c) In cases where the pay of an Officer is stepped up in terms of clause 6 (b) above, the next increment will be granted after completing one year service from such step up.
7. In cases where a senior promoted to higher post/granted grade promotion before 01.07.2013 draws lesser pay in the revised scale than his junior promoted to the higher post/granted grade promotion after the said date, the pay of the senior officer will be stepped up to the level of the pay of the junior with effect from the date on which the junior draws more pay provided that:
 - (a) The senior and the junior officers should belong to the same category and should have been promoted to the same category of post.
 - (b) The pre-revised and revised scale of pay of the lower and higher posts should be identical.
 - (c) The senior Officer at the time of promotion/grade promotion has been drawing equal or more pay than the junior.
 - (d) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay.

- (e) The anomaly should not have arisen due to any advance increment granted to the junior in the lower post or due to increased service weightage to the junior or due to loss of increment to the senior.

Note: -

- (i) If, in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increment granted to him, the senior to such junior has no claim over the pay of the junior.
- (ii) In case where the pay of an officer is stepped up in terms of clause 7 above, the next increment will be granted as per existing rules.
- (iii) The Conditions laid down under clause 7(a) to (e) will be applicable to those in the case of Junior Senior fixation under Clause 6(b) also.

8. Officers who joined newly in the entry cadre in between 01.07.2013 and the date of Long Term Settlement of Workmen will be given the benefit which is equivalent to that enjoyed by a workman who joined the service during the same period in the lowest scale of pay of the workmen, due to revision of pay scales. This amount will be treated as Special Protected Amount and it will continue to pay until next pay revision without any change. This Special Protected Amount will not be counted for any service benefits including Dearness Allowance. The detailed procedure in this regard will be issued in the Audit Circular.

- 9.** (i) Notwithstanding Clause 4.6 (c) above, if any officer who is ineligible to draw any further increments in the revised scale, has drawn increments in the pre-revised scale between 01.07.2013 and the date of this pay revision, such increments drawn in the pre-revised scale, together with applicable DA will be protected till the date of retirement or the date of next pay revision.
- (ii) If he/she is benefited by any amount greater than the protected amount by way of promotion/grade promotion, the above protection will not continue. If the benefit due to promotion/grade promotion is less than the protected amount as in para 9 (i), the difference between the protected amount and the benefit granted by way of promotion/grade promotion will be protected as stated in para 9 (i).

Note:

The protected amount as on 30.6.2013 allowed as per previous pay revisions will continue to be given till their retirement or till the date of next pay revision, whichever is earlier. This protected amount will not count for any other purpose including DA, Pension, Earned Leave Surrender etc.

II REVISION OF ALLOWANCES**1. DEARNESS ALLOWANCE**

The revised scale of pay has been formulated after merging the full Dearness Allowance of 84.253% as on 01.07.2013 with the Basic Pay. That is, 220.67 points of AICPI (IW) (2001=100) has been neutralized and 220.67 points of AICPI (IW) shall be taken as the Index Factor for calculating further Dearness Allowance with effect from 01.01.2014. Therefore the new formula to be adopted for the calculation of further Dearness Allowance is as follows;

$$\text{Dearness Allowance} = \frac{(\text{Average AICPI for the past 12 months} - 220.67) \times 100}{220.67}$$

Accordingly the rates of Dearness Allowance admissible with effect from 01.01.2014 will be as follows;

| Date | Rate of DA % | Total DA % |
|------------|--------------|------------|
| 01/01/2014 | 5 | 5 |
| 01/07/2014 | 4 | 9 |
| 01/01/2015 | 3 | 12 |
| 01/07/2015 | 3 | 15 |
| 01/01/2016 | 3 | 18 |

Note:-

- a) Dearness Allowance will be revised during the months of January and July of every year based on the formula given above.
- b) If the total Pay and Dearness Allowance admissible in the revised scale, by applying revised Dearness Allowance rates calculated based on AICPI (IW), is lower than the total

of Pay and Dearness Allowance drawn in the pre-revised scale up to the date of this settlement, the drop to that extent will be protected.

2. HOUSE RENT ALLOWANCE

House Rent Allowance will be paid to the Officers of the Kerala State Electricity Board Limited, at the revised rates based on the revised pay ranges and classification of cities / places as shown below:

| Pay Range | Amount of HRA payable | | |
|---------------|--------------------------------|-------------------------|-------------------|
| | B2 class cities and above (Rs) | Other Cities /Town (Rs) | Other Places (Rs) |
| 1 | 2 | 3 | 4 |
| 40975-47535 | 1825 | 1300 | |
| 47536-54865 | 2350 | 1675 | 750 |
| 54866 & above | 2770 | 1915 | |

Note:-

- (a) For the purpose of this clause, B2 Class City means the cities of Thiruvananthapuram, Kochi (including Kakkanad) ,Kozhikode, Kollam, Thrissur and Kannur.
- (b) Other Cities/Town includes all other Municipal areas and Townships as well as District and Taluk Head Quarters not coming under B2 Class City and above.
- (c) Offices of KSEBL situated within a radius of 3 kilometers from Civil Station Kakkanad and in the case of other cities mentioned in note (a) above within one kilometer will be considered as B2 class city and above for the purpose of granting House Rent Allowance and City Compensatory Allowance.
- (d) Officers working in New Delhi will be eligible for HRA at Government of India rates as applicable at that place.
- (e) Officers who are occupying departmental quarters will not be eligible for HRA. However, rent will not be recovered from such Officers.
- (f) The change in classification of places, if any, notified by the State Government from time to time will be applicable for the purpose of HRA to the Officers of KSEBL also.

3. CITY COMPENSATORY ALLOWANCE

City Compensatory Allowance being paid to the officers working in offices located within the city limits of Thiruvananthapuram, Kochi (including Kakkanad), Kozhikode, Kollam, Thrissur and Kannur will be paid @ Rs.615/- per month.

4. MEDICAL ALLOWANCE

The existing rate of medical allowance of Rs.55/- per month being paid to officers will be revised to Rs.75/- per month with effect from 01.07.2013.

Note:-

- a) In the case of officers drawing Medical Allowance, reimbursable claims for medical expenses amounting to Rs.200/- and above at a time will only be admitted for reimbursement with effect from 01.04.2016. Reimbursable claims below Rs.200/- at a time will not be admitted. The existing medical reimbursement schemes will continue to apply subject to the above modification. Further, while re-imbursing the admissible medical claims of and above Rs.200/-, 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 re-imbursable amount. For this purpose, part of a month will be counted as full month.
- b) Full re-imburement 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 re-imburement 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.

5. 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:

| Existing Pay rage | Revised Pay range | Existing Rate (Rs) per month | Revised Rate (Rs) per month |
|-------------------|-------------------|---------------------------------|--------------------------------|
| 20170 & above | 40975 & above | 500 | 750 |

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. A).
3. Officers engaged in BDPP and KDPP will also be eligible for Operation Allowance.
4. Hydel Area Allowance and Operation Allowance will not be paid together.

6. HILL TRACT ALLOWANCE

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

| Existing Pay range | Revised Pay range | Existing Rate(Rs)/month | Revised Rate(Rs)/month |
|--------------------|-------------------|-------------------------|------------------------|
| 20170 & above | 40975 & above | 280 | 500 |

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.

7. PROJECT ALLOWANCE

Project Allowance at the rate of Rs.2500/- 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.

8. SPECIAL DUTY ALLOWANCE

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

| Designation | Existing Rate(Rs.)/month | Revised Rate(Rs.)/month |
|--|--------------------------|-------------------------|
| Assistant Engineers in Electrical Section Offices | 500 | 550 |
| 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 and for Legal Liaison Officer at Kochi. | 320 | 370 |
| Asst. 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 and EHV Line Maintenance. | 345 | 395 |
| 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 for Deputy Secretary of Board Secretariat. | 395 | 445 |

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.

9. SHIFT DUTY ALLOWANCE

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

| Designation | Existing Rate(Rs.)/month | Revised Rate(Rs.)/month |
|----------------------------|--------------------------|-------------------------|
| Assistant Engineer | 175 | 200 |
| Asst. Executive Engineer | 200 | 225 |
| Executive Engineer | 225 | 250 |
| Supervisors of Call Centre | Nil | 200 |

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 extended to the officers working in Control Rooms and Supervisors of Call centre also.
- c) This allowance is applicable only where three shifts are in operation except Moolamattom Power House, where four shifts are operated.

10. TECHNICAL ALLOWANCE

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

| Designation | Rate (Rs)/ month |
|--------------------------|---------------------|
| Assistant Engineer | 60 |
| Asst. Executive Engineer | 80 |
| Executive Engineer | 90 |
| Deputy Chief Engineer | 110 |

11. 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:

| Designation | Existing Rate (Rs.)/ month | Revised Rate (Rs.)/ month |
|--------------------------|----------------------------|---------------------------|
| Assistant Engineer | 200 | 250 |
| Asst. Executive Engineer | 250 | 300 |
| Executive Engineer | 300 | 350 |
| Deputy Chief Engineer | 350 | 400 |

12. PERMANENT CONVEYANCE ALLOWANCE

The existing rate of permanent conveyance allowance will be revised and paid as follows:-

| Designation | Existing Rate (Rs.)/ month | Revised Rate (Rs.)/ month |
|---|-------------------------------|------------------------------|
| Assistant Engineers in Distribution Sections and Senior Superintendents of RAO, Assistant Executive Engineers of Electrical Sub Divisions and AAO in RAO, and Accounts Officers in RAO. | 300 | 400 |

Note:-

- (a) This allowance is extended to Nodal officer (Litigation) also.
- (b) This allowance will not be provided to Officers for whom conveyance has been provided by KSEBL.
- (c) Assistant Engineers of Section Office, Assistant Executive Engineers of Sub Division, 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.

13. ISOLATED AREA ALLOWANCE

Officers working at the following isolated areas will be paid this allowance

| Area | Existing Rate (Rs.)/ month | Revised Rate (Rs.)/ month |
|---|-------------------------------|------------------------------|
| Sholayar Poringalkuthu Moozhiar Kochu Pampa Idamalar Kakkayam Triveni Pampa Mankulam | Rs.2000/- | Rs.2250/- |

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 paragraph 24(i).

14. TUNNEL ALLOWANCE

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

| Designation | Existing Rate (Rs.)/ month | Revised Rate (Rs.)/ month |
|--------------------|-------------------------------|------------------------------|
| Assistant Engineer | 250 | 275 |

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 extended 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.

15. WARM CLOTHING ALLOWANCE

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

Annexure-B

16. 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 existing rate as shown below:-

| Designation | Rate per month |
|---|----------------|
| In the rank of Executive Engineer and above | Rs.500/- |
| Below the rank of Executive Engineer | Rs.400/- |

17. SPECTACLE ALLOWANCE

This allowance now being paid at the rate of Rs.1000/- twice in service is revised as once in 5 years and enhanced to Rs.1200/-. Those officers who have availed the allowance for the first/ second time, is eligible to claim this allowance after 5 years from the previous claim. This allowance will be paid based on a declaration furnished by the officer along with the cash bills 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.

18. HYDEL ALLOWANCE/INVESTIGATION ALLOWANCE

| Allowance | Existing Rate (Rs.)/ month | Revised Rate (Rs.)/ month |
|-------------------------|----------------------------|---------------------------|
| Investigation Allowance | Rs.2000/-per month | Rs.2500/-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 them only.

19. IT ALLOWANCE FOR OFFICERS

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.1000/- per month is enhanced to Rs.1250/- 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 get this allowance at the rate of Rs.1500/- per month.

This allowance now being paid at Rs.500/- per month for System Administrators is enhanced to Rs.750/- per month.

Note: This allowance will be extended for officers engaged in software testing also.

20. CONVEYANCE ALLOWANCE TO PHYSICALLY CHALLENGED OFFICERS OF THE BOARD

This allowance now being paid at the rate of Rs.600 per month will be enhanced to Rs.800/- per month.

21. EDUCATION ALLOWANCE TO PARENTS OF DIFFERENTLY ABLED CHILDREN

This allowance is revised from the present rate of Rs.500/- per month to Rs.750/- per month to those employees whose Differently Abled children are undergoing studies in special / general schools.

22. HOTLINE ALLOWANCE:

This allowance will be paid to officers working in Hotline Wing.

| Designation | Existing Rate | Revised Rate |
|--------------------|--|----------------------|
| Assistant Engineer | @20% of basic pay subject to a minimum of Rs.1500/- and a maximum of Rs.3500/- per month | Rs.5000/- per month. |

23. NEW DELHI ALLOWANCE:

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

| Sl. No. | Particulars | Existing Rate | Revised Rate |
|---------|---------------------------------------|---|--|
| 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 | Education 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. | Once in 2 years for visiting home town with family and once in a year for employee travelling alone. |

24. FUNERAL EXPENSES

Funeral expenses amounting to Rs. 7500/- 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.

25. LEAVE TRAVEL CONCESSION

Leave Travel Concession applicable to the State employees as per G.O (P) No.5/2013/Fin. Dated 02.01.2013 is made applicable to Board officers also. Subsequent Government orders, if any, issued subsequently will be applicable to the officers of KSEBL also.

26. 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, CCA, 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 5, Note.1 of Clause 6 and Note.1 of Clause7 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 should also 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. Amendment to Rules-28A and 37(a), Part-I, KSR made as per GO (P) No.7/2016/Fin. Dated 20.01. 2016 will be made applicable with effect from 01.02.2016
3. As per B.O (FM) No. 2966/2011 (PS1) 1757/2009 dated 24.12.2011, the benefit of fixation of pay as contemplated under Rule 28A Part 1 KSR was fixed at the scale of pay; the minimum of which exceeds Rs.28710/-. This limit will be enhanced to Rs. 57220/- with effect from 01.07.2013. In such cases, fixation will be under Rule 37 (a) Part 1 KSR.

4. The Special Pay now being paid to Chairman & Managing Director and Full Time Directors at the rate of Rs.2500/- per month is revised and enhanced to Rs.7500/- per month.
5. The officers who had joined the service of the Board before 01-07-2003 will be allowed one more chance for submitting application for reckoning prior service rendered elsewhere, subject to the condition that the employees' pension contribution should be paid directly by the concerned former Government Department itself. The above service rendered in Government Departments will be reckoned for pensionary benefits only. Detailed instructions will be issued in this matter.
6. The post of Divisional Accountant is re-designated as Divisional Accounts Officer.
7. Income limit prescribed as per notification PS1/3766/2007 dated 09.02.2011 for Compassionate Employment Scheme will be enhanced to Rs.6 lakhs.
8. 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 re-imburement of medical expenses at the rate admissible at Sree Chitra Tirunal Institute of Medical Sciences and Technology Thiruvananthapuram.
9. The expenses incurred by employees for conducting cases arising during the course of employment by engaging external advocates to defend themselves will be reimbursed at KSEBLs approved rate. In such cases Counsel/Advocate of the KSEBL will not be engaged for conducting cases.
10. Currently recruitment under sports quota is being done against the total sanctioned strength unlike in Government where appointments are made on supernumerary post. The services of the persons recruited under sports quota are not available now to the Company during the bond period or active period of engagement in sports. Therefore, appointment under sports quota will be made on supernumerary basis. KSEBL will issue detailed guidelines in this matter.

11. In order to avoid delay in processing pension papers NLC will be issued in a time bound manner. Detailed instructions will be issued in this matter.
12. Officers retired from the service of KSEBL will be issued identity cards, subject to the condition that the expenditure in this respect should be borne by the retired officers.
13. Officers who already exercised A or B option under Rule 28 A consequent on promotion/Grade promotion which were effected from 01.07.2013 will be allowed one more chance for re-option.

14. **DATE OF EFFECT OF VARIOUS PROVISIONS**

- a) Pay, DA and Medical Allowance at revised rates will be paid from 01.07.2013.
- b) All other allowances will be paid at the revised rate from 01.04.2016.

15. **DRAWAL OF ARREARS**

- a. Pay and allowances other than those specifically excluded are effective from 01.07.2013. The arrears from 01.07.2013 to 31.12.2015 will be credited to the respective GPF account of the officers concerned. The arrears from 01.01.2016 will be paid in cash. Income tax liability towards the arrears accrued for the period from 01.07.2013 to 31.12.2015 will be recovered from the arrear and the balance only is credited to the GPF Account. If the Officer opts otherwise, the entire amount of arrears shall be credited to the GPF Account.
- b. No withdrawals other than final withdrawal will be allowed from the arrears of pay and allowances credited to GPF account till 30.04.2018. The officer's in whose case it is not obligatory to maintain GPF account, entire arrears will be paid in cash.
- c. Entire arrears will be paid in cash to those officers who have already retired from or relinquished service after 01.07.2013.

16. **DURATION OF PAY REVISION**

The duration of the Pay revision is fixed as 5 Years from 01.07.2013.

Annexure – A

| 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 | 36 | Barapole |

Annexure-B

| Places eligible for claiming Warm Clothing Allowance | | | | | |
|---|----------------|-----------------|----------------|----------------|-----------------|
| Sl.No. | Places | District | Sl. No. | Places | District |
| 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 | Karttikulam | 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 | | | |

Sd/-
Secretary (Administration)