

# MEMORANDUM OF SETTLEMENT

(Under Section 18 of the Industrial Disputes Act, 1947)

## **A. Names of Parties**

### **Representing Kerala State Electricity Board Limited:**

1. Sri.M.Sivasankar IAS Chairman & Managing Director
2. Sri.N.S.Pillai IA&AS Director (Finance)
3. Sri.Nandan C V Director (Generation & HRM)
4. Smt.B.Nina Director (Distribution & Safety)
5. Sri.O.Asokan Director (CP & SCM)
6. Smt.Vijayakumari P Director (T & SO)
7. Sri.R.Rajasekharan Nair Secretary (Administration)

### **Representing Workmen:**

<b>I. Kerala State Electricity Board Workers' Association (CITU)</b>	<b>II.United Democratic Electricity Employees' Front</b>	<b>III.Kerala Electricity Workers' Federation (AITUC)</b>
1.Sri.K.O.Habeeb, President	1.Sri.K.P.Dhanapalan,Ex.MP,President	1.Sri.A.N.Rajan, President
2.Sri.V.Lakshmanan, Gen. Secretary	2.Sri.Sibykutty Francis, Gen. Secretary	2.Sri.M.P.Gopakumar, Gen. Secretary
3.Sri.V.S.Ajithkumar, Asst. Secretary	3.Sri.V.Gopakumar,Treasurer	3.Sri.S.H.Shanavas, Working President
4.Smt.B.Jayasree, Joint Secretary	4.Sri.K.C.Rajan, Secretary	4.Sri.P.James Raphel, Treasurer
5.Sri.P.Jayandas, Vice President	5.Sri.Pratheepkumar .S, Secretary	5.Sri.V.J.Kuriakose, Secretary
6.Sri.C.Madhu, Office Bearer	6.Sri.R.Ajithkumar, Org. Secretary	6.Sri.B.H.Ani, Secretary
7.Sri.S.Ajayakumar, Joint Secretary	7.Sri.Shajahan .M, Joint Secretary	7.Smt.Kavitha Rajan, Vice President
8.Sri.P.N.Pradeep, Joint Secretary	8.Sri.K.G.Sethunath, Joint Secretary	8.Sri.K.Anil, Org. Secretary
	9.Sri.Francis .P, Joint Secretary	9.Sri.Jacob.V.Lazer, Secretary

### **Short recital of the case**

The erstwhile Kerala State Electricity Board had entered into a Long Term Settlement with the two recognized Trade Unions on 28.02.2011 revising the then existed wages and allowances and service conditions of all categories of workmen with effect from 01.08.2008. This settlement was executed for a period of five years and it expired on 31.07.2013.

In September 2008, the Government of Kerala issued a Notification vide GO (MS) No.37/2008/PD dated 25-09-2008 for vesting of functions, properties, interests, rights, obligations and liabilities of the Kerala State Electricity Board in the State Government and re-vesting thereof by the State Government in a Corporate entity and also for the transfer of personnel of the Board to the Corporate entity for determining



the terms and conditions on which such transfers and vesting shall be made. Accordingly, with effect from 25-09-2008, all the functions, properties and all interests, rights in properties, all rights and liabilities of the Board were vested in the State Government. All these functions and undertakings of the Board as vested in the Government of Kerala were re-vested in a Company to be incorporated as a fully owned Government company under the Companies Act, 1956. A Company named “Kerala State Electricity Board Limited” was incorporated on 14-01-2011 for re-vesting the assets and liabilities of Kerala State Electricity Board.

Pursuant to Sections 131 to 134 of the Electricity Act, 2003, the assets and liabilities of the erstwhile KSE Board has been re-vested in to a Government owned company namely Kerala State Electricity Board Limited incorporated under the Companies Act, 1956 vide Government notification G.O(P) No. 46/2013/PD, dated 31.10.2013. KSEBL has started functioning as a company with effect from 01.11.2013.

As per the Tripartite Agreement signed among Government of Kerala, Kerala State Electricity Board Limited and Trade Unions & Associations of Officers in KSEBL on 01.08.2014 the transferee shall make all payments due to the personnel in the same manner and on the same terms and conditions that existed prior to re-vesting subject to relevant Long Term Settlement negotiations and agreements entered into from time to time and the payment of Terminal benefits shall be administered through the Master Trust.

As per Section 18(3) of the Industrial Disputes Act, 1947 those Trade Unions representing majority of workmen can enter into an agreement with the Employer and such settlements are applicable to all employees of the Organisation. In the referendum conducted in the Kerala State Electricity Board Limited (KSEBL) on 20.10.2015 Kerala State Electricity Board Workers’ Association, United Democratic Electricity Employees’ Front and Kerala Electricity Workers’ Federation have secured 47.50, 24.83 and 16.51% of total votes polled respectively, and qualified to be constituent members of the Joint Bargaining Council as prescribed in the Kerala Trade Unions Recognition Act, 2010 and thereby these trade unions became eligible to represent the workmen of KSEBL. The above Trade Unions demanded revision of wages and submitted their Charter of Demands to the KSEBL after the expiry of the Long Term Settlement dated 28.02.2011.

The Kerala State Electricity Board Limited constituted a Pay Revision Committee with Sri.N.S.Pillai, IA&AS, Director (Finance) as Chairman, Sri.R.Rajasekharan Nair, Secretary (Administration)-Convenor, Sri.Nandan.C.V, Director (Generation & HRM), Smt.B.Nina, Director (Distribution & Safety), Sri.O.Asokan, Director (Corporate Planning & Supply Chain Management) and



Smt.P.Vijayakumari, Director (Transmission & System Operation) as its members for conducting negotiation with the above three recognised Trade Unions.

The Committee started negotiation on the Charter of Demands with the Unions from 08.02.2016. Thereafter a series of discussions were held on various dates and decisions are mutually arrived at as hereunder:

### **Terms of Settlement**

Settlement made and entered into this the **Seventeenth day of February, Two Thousand and Sixteen** between the Kerala State Electricity Board Limited (hereinafter referred to as the KSEBL), Thiruvananthapuram as party of the first part and Kerala State Electricity Board Workers' Association, United Democratic Electricity Employees' Front and Kerala Electricity Workers' Federation (hereinafter referred to as the 'Unions') as parties of the second part.

### **Witnesseth**

Whereas it is the intention and purpose of the parties hereto to promote and improve industrial relations between KSEBL and its Workmen, to establish a basic understanding relating to wage, staff pattern and other conditions of employment, to create an atmosphere for amicable settlement of all disputes and grievances and to achieve the highest level of organizational performance consistent with safety and good health:

Whereas this agreement has been negotiated by the parties and has provided new methods of procedure:

Whereas in view of the experience of the previous awards and Long Term Settlements, it has been felt necessary by the parties to renew methods of procedure for avoiding disputes and now, therefore in consideration of the above and in further consideration of mutual benefits and advantages to be derived there from, the parties hereto mutually agree as follows:

### **Article – I**

#### **Purpose and Intent of the Settlement**

1. The Purpose of this agreement is to provide orderly collective bargaining relations and to maintain harmonious relationship between the workmen and the KSEBL.

2. For achieving the above objectives, the KSEBL and the Unions agree to encourage the highest possible degree of friendly and cordial relationship among their respective representatives at all levels and with all workmen.



## **Article - II**

### **Scope of the Settlement**

This settlement shall apply to all the workmen of the KSEBL as defined under section 2(p) of the Industrial Disputes Act, 1947 and the Unions and the KSEBL shall be bound by the terms of the settlement for the full period thereof and all workmen under the KSEBL shall be entitled to the benefits as laid down in this Settlement.

## **Article- III**

### **Rights and Responsibilities**

It is agreed that the respective rights and prerogatives of the management and the workmen shall be respected by both parties and that effective steps shall be taken from both sides to discharge the joint responsibilities for the fulfilment of the objectives of the Settlement.

## **Article-IV**

### **Wages and Salaries**

#### **A. Revised Scale of Pay**

- a. It is agreed that the scales of pay will be revised as shown in Annexure -1.
- b. The revised scales of pay will have effect from 01.08.2013.

#### **B. Rules of Pay Fixation**

##### **a. Fitment Benefit**

12% of Basic Pay as on 31.07.2013, subject to a minimum of Rs.2250/-.

##### **b. Weightage**

- i. 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 31.07.2013, subject to a minimum of Rs.175/- and maximum of 15% (Fifteen percentage). In the case of employees having fraction of a year of service, weightage will be given @ 0.05% (Zero point zero five percentage) per completed month as on 31.07.2013.
- ii. PTC employees in the KSEBL who have been subsequently regularised as Full Time Employees in the service of KSEBL will be paid weightage for their service as PTC employees as provided in Article IX of this Settlement.
- iii. The Weightage will be admissible only to the employees in the regular service of the KSEBL as on 31.07.2013.



- iv. Broken Periods of provisional service in the KSEBL will count for weightage under this clause, if it has been counted for increments under the service of the KSEBL. Time spent on leave not counted for normal increments will not be reckoned for this purpose.
- v. In the case of KSEBL employees who are appointed to higher categories in KSEBL service itself by direct recruitment, through Kerala Public Service Commission, the service put in by such employees in the KSEBL prior to appointment to the higher post will also be counted for the purpose of weightage.
- vi. Former Government service followed by KSEBL service without break will be counted for the purpose of computing qualifying service for weightage subject to clause (vii) below.
- vii. In respect of those who entered KSEBL service on or after 01.08.2003, prior service rendered by them in Government or elsewhere will not be reckoned for the purpose of weightage in KSEBL.
- viii. 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 Kerala Public Service Commission from November 1978 will also be counted for weightage as per this settlement, if they have been regularized in the Board Service either by Board or by the Public Service Commission on or before 31.07.2008.
- ix. The actual period of CLR service of the employees in the Board who were appointed in the regular service of the Board under Compassionate Employment Scheme will be counted for weightage.
- x. The continuous provisional service rendered by the Provisional Lineman/ Meter Readers from February 1989 onwards will be reckoned for weightage.

**c. Fixation of Pay in the revised scale**

- i. The pay of an employee in service as on 01.08.2013 will be fixed in the revised scale as follows:
  - 1. Add to the basic pay in the pre-revised scale as on 31.07.2013 the following:
    - a. 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.

b. 84.253% DA admissible on the existing pay in the pre-revised pay scale.

c. Weightage admissible under Clause B (b) above.

2. If the amount arrived at as per clause (1) above is less than the minimum of the revised scale, the pay of the employee will be fixed at the minimum of the revised scale of pay.
3. If the amount arrived at as per clause (1) 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. If during the period of operation of this settlement any employee reaches the maximum of the revised scale applicable to him/her and thereby stagnates in the scale he/she will be permitted to draw five more increments annually as stagnation increments at the rate of increment he/she last drew in the revised scale. If the maximum numbers of stagnation increments are used for fixation of pay on 31.07.2013 itself, he/she will not be permitted to draw any further increments in the respective scale of pay. However, if an amount less than five stagnation increments as above has been used for fixation of pay he/she will be entitled to draw the balance number of stagnation increments which has not been used for fixation of pay.
4. If the pay arrived at as per clause (1) above does not exceed the five stagnation increments the pay will be fixed in the next stage of the available stagnation increment in the revised scale.
5. The difference between the pay arrived at as per clause (1) above and the total amount arrived at by adding the scale maximum and admissible five stagnation increments 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.
6. The pay arrived at as per sub clause (2), (3), (4) and (5) above, as the case may be, shall be the pay as on 01.08.2013 in the revised scale of pay.

**Note: -** Basic pay as mentioned in clause c (i) 1 above includes basic pay, personal pay and stagnation increment drawn in the pre-revised scale as on 31-07-2013.

7. No option facility will be allowed.

8.

a. The next increment in the revised scale will be given on the date on



which normal increment falls due in the pre-revised scale.

- b. If an employee draws his next increment in the revised scale under clause 8 (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 the case where the pay of an employee is stepped up in terms of clause 8 (b) above, the next increment will be granted after completing one year service for the next increment.
9. In cases where a senior employee promoted to higher post/granted grade promotion before 01.08.2013 draws less 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 employee 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 employee shall belong to the same category and should have been promoted to the same category of post.
  - b. Both the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical.
  - c. The senior employee 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 increments granted to the junior in the lower post or due to increased service weightage to the junior.

**Note:-**

- a) If, in the pre-revised scale in the lower post, the junior employee was drawing more pay than the senior, the senior to such junior will have no claim over the pay of the junior. The conditions laid down under Clause 9 (a) to 9 (e) will be applicable in the case of junior senior fixation mentioned under Clause 8 (b) also.

- b) In case where pay of an employee is stepped up in terms of clause (9) above, the next increment shall be granted after completing the required service of one year in the new scale from the date of stepping up of pay.

10.

- a. Notwithstanding Clause c (i) 3 and Clause 9 above, if any workman who is ineligible to draw any further increments in the revised scale, has drawn increments in the pre-revised scale between 01.08.2013 and the date of this settlement, 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 settlement.
- b. 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 10 (a), the difference between the protected amount and the benefit granted by way of promotion/grade promotion will be protected as stated in para 10 (a). This protected amount will not count for any other purpose including DA, Pension, Earned Leave Surrender etc.

**Note:-**

The protected amount as on 31-07-2013 allowed as per previous Long Term Settlements will continue to be given till their retirement or till the date of next settlement whichever is earlier. This protected amount will not count for any other purpose including DA, Pension, Earned Leave Surrender etc.

**C. Rules of Fixation of the Special Group CLR Workers**

- a. Add to the basic pay as on 31.07.2013, the following;
- i. An assured fitment benefit of Rs.2250/-
  - ii. Admissible DA as on 31.07.2013 (84.253% of basic pay as on 31.07.2013)
  - iii. Minimum weightage of Rs.175/-.
- b. The amount so arrived shall be fitted in the revised scale of Mazdoor (Scale No.1 under Annexure I)

**D. Amendments to Rule 28A and 37(a) Part I KSR**

As per the existing Rule 28 A Part I KSRs which took effect from 28.02.2007 in KSEBL, where an employee holding a post in a substantive, temporary or officiating capacity is promoted/granted grade promotion or appointed in a substantive, temporary or officiating capacity to another post carrying a higher time scale of pay, his initial pay in the higher time scale of pay shall be fixed at the stage next above the pay notionally arrived at in the lower time scale of pay by increasing the actual pay drawn by him/her in

the lower time scale by one increment. A promotee is given the following options to elect the date on which his pay is to be fixed in the higher time scale of pay under Rule 28 A.

*Option (a): Pay will be fixed in the higher time scale of pay on the date of promotion, under Rule 28 A.*

*Option (b): Pay on the date of promotion will be initially fixed at the stage of the higher time scale of pay of the promoted post next above the pay in the lower time scale. Thereafter fixation of pay under Rule 28 A will be allowed, based on the pay in the lower post on the date of increment in the lower post.*

Prior to 28.02.2007, Rule 28 A Part I KSRs had operated without any options for fixation of pay. It had allowed only initial fixation on the date of promotion and a re-fixation whenever there was a change of pay in the lower time scale.

The method of fixation of pay contemplated under Rule 28 A *ibid* in force prior to 28.02.2007 will be restored with effect from 01.02.2016. Accordingly, where an employee holding a post in a substantive, temporary or officiating capacity is promoted/granted grade promotion or appointed in a substantive, temporary or officiating capacity to another post carrying a higher time scale of pay, his initial pay in the higher time-scale of pay, shall be fixed at the stage next above the pay notionally arrived at in the lower time-scale of pay by increasing the actual pay drawn by him/her in the lower time-scale by one increment. A re-fixation of pay will be allowed whenever there is a change of pay in the lower time-scale. Fixation of pay will be done as above in respect of promotions/grade promotions/appointments taking effect from that date onwards.

In the case of an employee who was promoted/granted grade promotion prior to 01.08.2013 and enjoyed the benefit of fixation of pay under Rule 28 A Part I KSRs on the date of increment in the pre-revised lower scale due after 01.08.2013 in terms of option(b), his pay in the revised scale of the promoted post on the date of increment in the pre-revised lower scale will be fixed at the stage next above the pay notionally arrived at in the promoted scale by increasing the actual pay drawn by him/her in that time scale by one increment.

## Article – V

### 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 neutralised 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

Pay Range (Basic Pay)	B2 Class city and above (Rs)/Month	Other cities/ Town (Rs)/Month	Other places (Rs)/Month
17000-20443	1090/-	835/-	750/-
20444-39161	1510/-	1075/-	
39162-47535	1825/-	1300/-	
47536-54865	2350/-	1675/-	
54866 and above	2770/-	1915/-	

**Note :-**

- a) B2 Class City means the cities of Thiruvananthapuram, Kochi (including Kakkanad), Kozhikode, Kollam Thrissur and Kannur.
- b) Other cities and towns include all other Municipal areas and Townships as well as District & Taluk Head quarters not coming under B2 Class city & above.
- c) The change in classification of places notified by the State Government from time to time will be applicable to the employees of KSEBL.
- d) Offices of KSEBL situated within a radius of 3 kilo meters from Civil Station Kakkanad and in the case of other cities mentioned in Note (a) above within 1 kilo meter will be considered as B2 Class city and above for the purpose of granting House Rent Allowance and City Compensatory Allowance.
- e) The employees working in New Delhi will be eligible for House Rent Allowance at Government of India rates as applicable at New Delhi.

**2A. City Compensatory Allowance**

<b>Pay Range ( Basic Pay)</b>	<b>Rate per month (Rs)</b>
Up to 17500	350/-
17501-22057	440/-
22058-27662	525/-
27663 and above	615/-

Employees working in the offices located within the city limits of Thiruvananthapuram, Kollam, Kochi including Kakkanad, Thrissur, Kozhikode and Kannur are eligible for CCA at the above mentioned rate.

**3. Medical Allowance**

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

**Note:-**

- a). In the case of workmen 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. Further, while reimbursing 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 reimbursable amount. For this purpose, part of a month will be counted as a full month.

b). The revised schemes for reimbursement of medical expenses consequent to accidents to workmen who come under the Workmen's Compensation Act, 1923 will also be continued.

c) Full reimbursement of medical expenses (excluding food) will be provided to KSEBL employees for their treatment in connection with accident occurred during the course of employment. The amount charged by the Hospital towards food expense met by the patient and one bystander will only be reimbursed up to a maximum of Rs.600/- day.

#### **4. Hill Tract Allowance**

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

<b>Existing Pay range (Basic Pay)</b>	<b>Revised Pay range (Basic Pay)</b>	<b>Existing rate (Rs)/Month</b>	<b>Revised rate (Rs)/Month</b>
Up to 10210	Up to 18812	200/-	300/-
10211-16180	18813 - 29811	260/-	450/-
16181 and above	29812 and above	280/-	500/-

**Note:-**

- The areas where Hill Tract Allowance is payable is specified in Appendix IX, KSR Vol.I and other places notified by the Government to be eligible for Hill Tract Allowance.
- This allowance will not be paid in areas where Project Allowance or Hydel Area/Operation Allowance is payable.

#### **5. Hydel Area Allowance/ Operation Allowance**

This allowance will be paid at the revised rate based on the pay ranges as given below for all employees working in hydel project area and to operating staff in the generating station.

<b>Pay Range (Basic Pay)</b>	<b>Existing Rate/Month (Rs.)</b>	<b>Revised Rate/Month (Rs )</b>
Up to 23726	300/-	450/-
23727 - 26286	350/-	525/-
26287 - 38500	425/-	640/-
38501 and above	500/-	750/-

**Note:-**

- a) This allowance will be paid to employees working in offices situated in places appended to this Long Term Settlement as Annexure II.
- b) This allowance shall be paid at a higher rate of 125% of normal rate for workmen on completion of three years of continuous service in hydel project areas & generating stations.
- c) Those workmen engaged in BDPP and KDPP will also be eligible for Operation Allowance
- d) Hydel Area Allowance and Operation Allowance will not be paid together.

**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.

**Note:-**

Project Allowance shall be discontinued upon completion of the projects under construction. In the case of Hydel Project, if the employee continues to work in the hydel project after completion of the construction of the project will be eligible for Hydel Area 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.

**Note:-**

Workmen actually engaged in investigation duties in field alone will be eligible for this allowance. Investigation Allowance will be eligible till the completion of the investigation duties and the submission of final report.

**8. Allowance to Office Attendants**

a) 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.

b) 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 KSEBL will be enhanced to Rs.250/- per month.

- c) Office Attendants attached to the above Offices are eligible for both allowances.



## 9. Spread Over Allowance

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

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

### Note: -

- a) Spread Over Allowance will be extended to Electricity Workers at the rate of Rs.220/- and to Executive staff up to Sub-Engineers who are actually engaged in the EHT line maintenance work and who are members of the Breakdown Wing at the above rates.
- b) The allowance will be extended to the workmen posted for duty in the Communication Units, Relay Units, PET, and for maintenance duty in Sub Stations and Generating Stations.
- c) This allowance will not be payable where overtime wages are being paid to such categories.
- d) In Electrical Sections, staff under Break down Wing has to attend the spread over duty. Duty time of staff under Capital & Maintenance Wing and field staff under Revenue Wing has been limited from 8.00 am to 5.00 pm. In case of exigencies they are bound to attend the duties assigned and Spread over Allowance will be given in pro-rata basis. Workmen in Independent Centres and Transformer Field Repairing Units are also eligible for this allowance.
- e) Sub Engineers/Sub Engineer Trainees in Electrical Sections where shift duty is not in vogue are also eligible for this allowance.

## 10. Extra Duty Allowance to Drivers

Extra Duty Allowance now being paid to Drivers at the rate of Rs.300/- 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/ Month (Rs)	Revised rate/ Month (Rs)
Lineman Gr. II / Lineman Gr. I	95/-	120/-
Overseer	100/-	125/-
Sub-Engineer	105/-	130/-
Customer Relation Assistant (Centralised Customer Care and Call Centre)	Nil	120/-

### Note:-

- This allowance is payable to those workmen who are required to work in shifts including night shifts.
- This allowance at the above rates is payable to the workmen working in Control Rooms also.
- Workmen are not eligible to draw Shift Duty Allowance and Spread over Allowance together.
- This Allowance is extended to Customer Relation Assistants working in Centralised Customer Care and Call Centre.
- This allowance is applicable only where three shifts are in operation.

## 12. Uniform Allowance

‘Uniform Allowance’ will be paid on an annual basis to the following categories of employees who are required to wear uniform, subject to the conditions as shown below.

i. Category	Existing Rate (Rs)/Year	Revised Rate (Rs)/Year
Malei.	1350/-	3000/-
Female	950/-	
Workmen in BDPP/ KDPP (limited to those who are regularly in contact with oil)	2000/-	2800/-
Cleaning Assistant		3000/-

### Note:-

- An amount of Rs.500/- per year will be paid to workmen working in Transformer Maintenance Units in TMR Divisions as Shoe Allowance.

- b) The post of Scavenger is re-designated as Cleaning Assistant.
- c) Boiler Suit (one set per workman) will be provided for those working in the boiler room in BDPP/KDPP. One set of boiler suit will be retained in the Office for the use of supervisory staff.
- d) Uniform allowance will not be paid to those including drivers who are not wearing the prescribed uniform during duty hours.
- e) The payment will be made during July every year based on a certificate regarding wearing of uniform from the Controlling Officer.
- f) The Controlling Officers shall discontinue sanctioning of uniform allowance and recover the allowance sanctioned earlier, if a workman does not wear uniform during duty time.
- g) Drivers are also eligible for Uniform Allowance subject to conditions stated in (d), (e) and (f) above.
- h) Detailed instructions with regard to wearing of Uniform will be issued by KSEBL after discussion with Recognised Trade Unions.

### **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.

#### **Note:-**

Eligible night duty allowance of workmen from 16<sup>th</sup> of previous month to 15<sup>th</sup> of current month will be preferred in the pay bill of the current month.

### **14. Cash Security Allowance**

The Risk Allowance now being paid to Cashiers working in Electrical Sections is renamed as Cash Security Allowance. The allowance now being paid at the rate of Rs.90/- per month will be revised to Rs.150/- per month.

### **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-Annexure-III.

## 16. Line Construction Allowance

Line Construction Allowance will be paid at the revised rates as shown below.

Existing rate/Month (Rs)	Revised rate/Month (Rs)
65/-	100/-
70/-	
75/-	
85/-	

### Note:-

- Line Construction Allowance will be paid to those workmen who are actually engaged in the construction/maintenance of Lines having voltage level of and above 33 KV and to those working in Sub Stations.
- Workmen in receipt of Conveyance Allowance (as specified in Item No. 19 of Article V) or any other Construction Allowance will not be entitled to Line Construction Allowance.

## 17. Store Allowance

Store Allowance will be paid to the following categories at the rate as shown below.

Categories	Existing Rate/Month (Rs.)	Revised Rate/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/-

### Note:-

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

## 18. Technical Allowance

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

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

## 19. Conveyance Allowance

a) 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.

b) Senior Assistants of Regional Audit Offices, System Supervisors and Nodal Officers (Litigation) are also eligible for this allowance at the above mentioned rate.

c) 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.

d) 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:-

Except in the case of physically challenged regular employees, the allowance is intended to compensate the expenses met for travel within a distance of 8 kilo meters from headquarters to discharge their duties in their respective areas of work. 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/Month (Rs.)	Revised Rate/Month (Rs)
Sholayar		
Poringalkuthu		
Moozhiyar		
Kochu Pampa	10% of the basic pay subject to a maximum of Rs.1500/-.	10% of the basic pay subject to a maximum of Rs.1750/- .
Idamalar		
Kakkayam		
Triveni Pampa		
Mankulam		

### Note:-

a) 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.

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 be paid only to those workmen who are actually performing duty at the above places.

d) Workmen drawing Isolated Area Allowance are eligible for Hydel Area Allowance, Project Allowance and Operation Allowance subject to other conditions.

## **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:-**

a) The workmen who have availed this allowance for the first/second time, is however, eligible to claim this allowance 5 years after the previous claim.

b) 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 also 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 for duties in other posts**

The workmen below the rank of Meter Reader who are engaged for Meter Reading (Spot Billing), workmen below the rank of Cashier 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 scales of pay as allowance.

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

**24. Education Allowance to parents of differently abled 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 differently abled child/children are undergoing studies in Special/General Schools.

**25. I T Allowance for Programmers and System Supervisors**

a) IT Allowance now being paid at Rs.1000/- per month to employees who are actually performing duties as computer programmers is revised as follows:

i) Allowance to the Programmers having IT qualification (BSc Computer Science, BCA, B.sc (IT), MCA, M.Sc Computer Science, PGDCA, B.Tech in Computer Engineering recognized/approved by the Department of Technical Education, Government of Kerala/Universities in Kerala) is revised to Rs.1500/ month.

ii) Allowance to the Programmers having no prescribed IT qualification will be revised to Rs.1100 / month.

b) IT allowance now being paid to System Supervisors @ Rs.200 / month will be revised as follows:

i) Allowance to the employees having IT qualification as prescribed above is revised to Rs.500/ month

ii) Allowance to the employees having no prescribed IT qualification is revised to Rs.300/ month.

**26. The following allowances discontinued 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.**

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:

a) Stenographer attached to the Chairman, Full Time Directors, Secretary, Public Relations Officer, Chief Engineer (HRM) and Deputy Chief Engineer - (HRM-I).

b) Office Attendants attending to Financial Adviser, Public Relations Officer and Chief Personnel Officer.

**27. Hotline Allowance:**

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

Designation	Existing Rate	Revised Rate
Sub Engineer Overseer Lineman Electricity Worker	@ 20% of basic pay subject to a minimum of Rs. 1500/- and a maximum of Rs. 3500/- per month	15 % of Basic Pay subject to a maximum of Rs.5000/- 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.	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/ month.
2	Warm Clothing Allowance	Rs.4000/- once in 4 years.	Rs.5000/- once in 4 years.
3.	Educational Allowance	Rs.500/month per child for 2 children irrespective of place of study.	Rs.600/ 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 travelling 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.

Pay Range (Basic Pay)	Rate/Month				All these allowances will continue at the existing
	Oil Allowance Rs	Dust Allowance Rs	Chemical Allowance Rs	Thermal Allowance Rs	
Up to 17500	35	40	65	40	

17501 - 17705	40	45	75	45	rates corresponding to the revised pay ranges.
17706 - 19194	45	55	90	50	
19195 - 20384	50	65	110	55	
20385 - 21578	60	75	130	65	
21579 - 23960	65	90	145	70	
23961 and above	80	100	175	85	

**Note:-**

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

**30. The following Allowances given 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.**

- Heavy Duty Allowance for Mobile Crane, Heavy Truck, HEME and HCE Operators.
- Special Allowance to Duplicator Operators/Blue Printers/Office Attendants.
- 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.

**31. Funeral Expenses**

Funeral expenses amounting to Rs.5000/- payable to family members of the employee who dies in harness is revised to Rs.7500/- which will not be recovered from any amount payable to the legal heirs.

**General**

- 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, subject to conditions under clauses 5(d) and 6 of Article V.
- Conveyance Allowance, Spread Over Allowance, Night Duty Allowance, Tunnel Allowance, Headquarters Extra Duty Allowance to Drivers, Thermal Allowance and

allowances payable annually or once/twice in service/ once in 5 years, and Educational Allowance to parents of differently abled 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.

## **Article – VI**

### **A. Date of Effect and Drawal of Arrears**

#### **a. Date of Effect**

- i. Pay, Dearness Allowance and Medical Allowance at revised rates will be paid from 01.08.2013.
- ii. All other allowances at the revised rates will be paid from 01.04.2016.
- iii. All ratio promotions revised as per this settlement shall have effect from 01.04.2016.

#### **b. Drawal of Arrears**

- i. The arrears from 01.08.2013 to 31.12.2015 will be credited to the respective GPF account of the employees concerned. The arrears from 01.01.2016 will be paid in cash. Income tax liability towards the arrears accrued for the period from 01.08.2013 to 31.12.2015 will be recovered from the pay revision arrears and the balance only be credited to the GPF Account. If the employee opts otherwise, the entire amount of arrears will be credited to the GPF account.
- ii. No withdrawals other than the final withdrawal will be allowed from the arrears of pay and allowances thus credited to the GPF account till 30.04.2018. The employees in whose cases it is not obligatory to maintain GPF account will be paid the entire arrears in cash. Those employees who have already retired or relinquished KSEBL service after 01.08.2013 will be paid the entire arrears in cash.

## **Article – VII**

### **A. Staff Pattern**

- a. Shift Duty system in Electrical Section offices will be implemented in Pathanamthitta and Kasaragod districts as pilot projects on experimental basis after discussion with the

recognised Trade Unions. The system will be rolled out to the entire distribution sections after successful implementation of the pilot projects.

- b. Employees who experience reduction in the works presently done by them owing to the implementation of PDA/new technology in metering will be suitably accommodated after identifying suitable alternate works including non technical nature of works now being performed by the Assistant Engineer and executive staff in Electrical Section offices. The redeployment in the first phase would be done in the area of cash collection duties wherever such duties are presently being done as other arrangements. The modalities of its implementation will be finalised after discussion with the recognised Trade Unions and detailed guidelines will be issued in this matter thereafter.
- c. In order to improve the functioning of internal audit mechanism, the internal audit system will be re-structured after discussion with the recognised Trade Unions.
- d. The staff strength and method of appointment at Centralised Customer Care and Call Centre will be finalised after discussion with the recognised Trade Unions.
- e. The existing ratio of 3:2:1 among Office Attendant II, Office Attendant I and Senior Office Attendant will be revised as 1:1:1.
- f. The IT wing of KSEBL will be re-structured and strengthened after discussion with the recognised Trade Unions.
- g. An Implementation Committee consisting of two representatives from each recognised Trade Unions, one Ministerial Officer, Chief Personnel Officer (Convenor of the Committee) with one Chief Engineer (as Chairman of the Committee) will be formed to monitor the implementation of the Settlement provisions in a time bound manner.
- h. An Expert Committee to review and propose changes in the recruitment and promotion policies in KSEBL will be constituted. The recommendations of the Expert Committee will be discussed and finalised with the recognised Trade Unions.
- i. System change in Distribution, Transmission, Generation Wings, Civil, System Operation and Corporate Office will be implemented in a time-bound manner in consultation with the recognised Trade Unions.

- j. Call Centre Agents working at Centralised Customer Care and Call Centre will be renamed as Customer Relations Assistant.

## **Article – VIII**

### **Work Norms and Incentives**

Existing work norm and rates of incentive allowance and conditions of its payment in respect of Meter Readers will continue as such for the time being and will be reviewed after discussion with the Recognised Trade unions on introduction of new technology in metering.

## **Article – IX**

### **P.T.C Employees**

#### **Wage Revision**

#### **A. Scales of Pay**

Area to be swept	Existing Scale of Pay	Revised Scale of Pay
Up to 300 sq.mts	4100-85/7-4695-105/7- 5430-140/7-6410-180/7- 7670-(28 years)	8500-250/7-10250-290/7- 12280-325/7-14555-360/7- 17075 (28 Years)
301 sq.mts to 800 sq.mts	4525-105/7-5260-140/7- 6240-180/7-7500-225/7- 9075 (28 years)	10250-290/7-12280-325/7- 14555-360/7-17075-450/7- 20225 (28 Years)

#### **B. Rules of Fixation**

##### **a. Fitment Benefit**

12% of Basic Pay as on 31.07.2013, subject to a minimum of Rs.1250/-.

##### **b. Weightage**

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 31.07.2013, subject to a minimum of Rs.175/- and maximum of 15% (Fifteen percentage). In the case of PTC employees having

fraction of a year of service, weightage will be given @ 0.05% (Zero point zero five percentage) per completed month as on 31.07.2013.

**c. Fixation of Pay in the revised scale**

- i. The pay of a PTC employee in service as on 01.08.2013 will be fixed in the revised scale as follows:
  1. Add to the basic pay in the pre-revised scale as on 31.07.2013 the following:
    - a. An assured fitment benefit of Rs.1250/- (Rupees One Thousand Two Hundred and Fifty only) or 12 % of the basic pay in the pre revised scale, whichever is higher.
    - b. 84.253% DA admissible on the existing pay in the pre revised pay scale.
    - c. Weightage admissible under Clause B (b) above.
  2. If the amount arrived at as per clause (1) above is less than the minimum of the revised scale, the pay of the employee will be fixed at the minimum of the revised scale.
  3. If the amount arrived at as per clause (1) 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. If during the period of operation of this settlement any employee reaches the maximum of the revised scale applicable to him/her and thereby stagnates in the scale he/she will be permitted to draw five more increments annually as stagnation increments at the rate of increment he/she last drew in the revised scale. If the maximum numbers of stagnation increments are used for fixation of pay on 31.07.2013 itself, he/she will not be permitted to draw any further increments in the respective scale of pay. However, if an amount less than five stagnation increments as above has been used for fixation of pay he/she will be entitled to draw the balance number of stagnation increments which has not been used for fixation of pay.
  4. If the pay arrived at as per Clause (1) above does not exceed the five stagnation increments the pay will be fixed in the next stage of the available stagnation increment in the revised scale.
  5. The difference between the pay arrived at as per clause (1) above and the total amount arrived at by adding the scale maximum and five stagnation increments 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.

6. The pay arrived at as per sub clause (2), (3), (4) and (5) above, as the case may be, shall be the pay as on 01.08.2013 in the revised scale of pay.

**Note: -** Basic pay as mentioned in clause c (i) 1 above includes basic pay, personal pay and stagnation increment drawn in the pre-revised scale as on 31-07-2013.

7. No option facility will be allowed.  
8. The next increment in the revised scale will be given on the date on which normal increment falls due in the pre-revised scale.

### **Article - X**

#### **Allowances to PTC Employees**

#### 1. **Dearness Allowance**

Dearness Allowance will be paid at the following rates in the revised scale

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.  
b) If the total Pay and Dearness Allowance admissible in the revised scale, by applying revised Dearness Allowance rate 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 signing of this Settlement, the drop to that extent will be protected.

#### 2. **House Rent Allowance**

This allowance will be revised from Rs.140/- per month to Rs.375/- per month.

#### 3. **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 Kakkanad), Thrissur, Kozhikode and Kannur will be revised to Rs.90/-.

**4. Medical Allowance**

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

The medical re-imburement scheme available to the family members of regular employees is extended to the family members of PTC employees also.

**5. 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.

**6. Uniform Allowance**

Existing Uniform Allowance of Rs.500/- per year will be revised to Rs.1500/- per year.

**Note:-**

- a) Uniform Allowance will be paid to those who are wearing the prescribed uniform during duty hours.
- b) The payment will be made every year based on a certificate regarding wearing of uniform from the Controlling Officer.
- c) Uniform Allowance at the above mentioned rate will be disbursed to all PTC Employees during July of every year.
- d) 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.

**7. Hill Tract Allowance**

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

**8. 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:-**

- a) 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.
- b) 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/her own use. The present practice of entering the receipt of this allowance in the Service Book of the employee will be strictly followed.

**9. Education Allowance to parents of differently abled children**

This allowance will be paid at the rate of Rs.500/- per month to those employees whose differently abled child/children are undergoing studies in Special/General Schools.

**10. Conveyance Allowance to differently abled PTC Employees**

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

**Article-XI**

**General and Miscellaneous**

**A. Grade Promotion**

The existing provision for granting Time Bound Grade Promotion will continue as such.

**B. General**

1. The scheme introduced by the State Government for granting Leave Travel Concession will 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 will be applicable to the employees of Kerala State Electricity Board Limited.
2. The income limit prescribed as per Notification No. PS-I/3766/2007 dated 09-02-2011 for Compassionate Employment Scheme will be enhanced to Rs.6 Lakhs.
3. The employees who had joined the service of the Board before 01-08-2003 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.
4. In the case of treatment for heart ailments Pariyaram Medical College (Sahakarana Hrudayalaya), Kannur and Malabar Institute of Medical Sciences, Kozhikode are included among the list of hospitals such as Sree Chitra Tirunal Institute of Medical Sciences and Technology, Thiruvananthapuram, Sree Uthradom Thirunal Hospital, Thiruvananthapuram, Amrita 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.

5. The list of admissible medicines for re-imburement in the Medical Benefit Rules of KSEBL will be updated and published in the official website of KSEBL.
6. 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.
7. Currently recruitment under sports quota is being done against the total sanctioned strength unlike in Government where appointments are made on supernumerary posts. 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.
8. 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.
9. Method of appointment of Mazdoor will be modified after discussion with recognised Trade Unions.
10. Employees 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 employee.
11. Workmen who already exercised A or B option under Rule 28A consequent on promotion/grade promotion which were effected from 01.08.2013 will be allowed one more chance for re option.
12. All other existing provisions other than the provisions which were modified/alterd/deleted through this Settlement will continue in force till the date of next settlement.
13. Any employee remaining in the service of KSEBL on or after 01.08.2013 but not included in the list of categories in Annexure I are eligible for revised pay and allowances in the Scale of pay to which he/she actually belongs. Grade Promotion/Promotion will also be granted to those employees in the applicable scale of pay as given in Annexure I even though certain categories are removed from the list of categories through this settlement.

## **Article – XII**

### **TERMINATION**

The provisions of this Settlement will come into force from 01.08.2013 except where otherwise specified and will continue to be in force and in effect till 31.07.2018.

Notwithstanding the termination of the period of validity of this Settlement, it shall continue in effect thereafter until amended by mutual settlement or terminated by the KSEBL or the Unions, who are parties to this Settlement, by written notice of at least two calendar months to the other party/parties.

In the event of any of the provisions of this Settlement becoming legally invalid or unenforceable or superseded by a subsequent Act, Judgment, Award or Settlement between the parties, such invalidity or unenforceability or supersession shall not affect the remainder of the provisions of this Settlement.

In witness where of the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives, this Seventeenth day of February, Two Thousand and Sixteen.

### **Signature of the parties:**

#### **Representing Kerala State Electricity Board Limited:**

- |                            |                                  |      |
|----------------------------|----------------------------------|------|
| 1. Sri.M.Sivasankar IAS    | Chairman & Managing Director     | Sd/- |
| 2. Sri.N.S.Pillai IA&AS    | Director (Finance)               | Sd/- |
| 3. Sri.Nandan C V          | Director (Generation & HRM)      | Sd/- |
| 4. Smt.B.Nina              | Director (Distribution & Safety) | Sd/- |
| 5. Sri.O.Asokan            | Director (CP & SCM)              | Sd/- |
| 6. Smt.Vijayakumari P      | Director (T & SO)                | Sd/- |
| 7. Sri.R.Rajasekharan Nair | Secretary (Administration)       | Sd/- |



**Representing Workmen:**

<b>I. Kerala State Electricity Board Workers' Association (CITU)</b>		<b>II. United Democratic Electricity Employees' Front</b>		<b>III. Kerala Electricity Workers' Federation (AITUC)</b>	
1. Sri.K.O.Habeeb, President	Sd/-	1. Sri.K.P.Dhanapalan, Ex.MP,President	Sd/-	1. Sri.A.N.Rajan, President	Sd/-
2. Sri.V.Lakshmanan, Gen. Secretary	Sd/-	2. Sri.Sibykutty Francis, Gen. Secretary	Sd/-	2. Sri.M.P.Gopakumar, Gen. Secretary	Sd/-
3. Sri.V.S.Ajithkumar, Asst. Secretary	Sd/-	3. Sri.V.Gopakumar, Treasurer	Sd/-	3. Sri.S.H.Shanavas, Working President	Sd/-
4. Smt.B.Jayasree, Joint Secretary	Sd/-	4. Sri.K.C.Rajan, Secretary	Sd/-	4. Sri.P.James Raphel, Treasurer	Sd/-
5. Sri.P.Jayandas, Vice President	Sd/-	5. Sri.Pratheepkumar .S, Secretary	Sd/-	5. Sri.V.J.Kuriakose, Secretary	Sd/-
6. Sri.C.Madhu, Office Bearer	Sd/-	6. Sri.R.Ajithkumar, Org. Secretary	Sd/-	6. Sri.B.H.Ani, Secretary	Sd/-
7. Sri.S.Ajayakumar, Joint Secretary	Sd/-	7. Sri.Shajahan .M, Joint Secretary	Sd/-	7. Smt.Kavitha Rajan, Vice President	Sd/-
8. Sri.P.N.Pradeep, Joint Secretary	Sd/-	8. Sri.K.G.Sethunath, Joint Secretary	Sd/-	8. Sri.K.Anil, Org. Secretary	Sd/-
		9. Sri.Francis .P, Joint Secretary	Sd/-	9. Sri.Jacob.V.Lazer, Secretary	Sd/-

**Witnesses:-**

1. Sri. Ram Mahesh R Chief Personnel Officer Sd/-
2. Sri. Sagin Stephen Regional Personnel Officer Sd/-

**Annexure I****KERALA STATE ELECTRICITY BOARD LIMITED****MASTER SCALE**

**17000-500/3-18500-580/2-19660-760/2-21180-905/3-23895-1115/2-26125-1365/5-32950-1605/6-42580-1745/6-53050-2085/3-59305 (32 Years)**

**TOTAL TIME SPAN: 32 Years**

**INCREMENT RATES: 500, 580, 760, 905, 1115, 1365, 1605, 1745, 2085**

**Categories and Revised Pay Scales**

<b>Scale No</b>	<b>Designation</b>	<b>Existing Scale of Pay</b>	<b>Revised Scale of Pay</b>
1	Mazdoor Office Attendant II Sweeper III Cleaning Assistant III	8200-190/1-8390-235/2-8860-315/2-9490-410/2-10310-490/5-12760 (12 Years)	17000-500/3-18500-580/2-19660-760/2-21180-905/3-23895-1115/2-26125-1365/3-30220 (15 Years)
2	Office Attendant I Lineman II Sweeper II Duplicator Operator II Cleaning Assistant II Pharmacist	8390-235/2-8860-315/2-9490-410/2-10310-490/3-11780-605/3-13595 (12 Years)	17500-500/2-18500-580/2-19660-760/2-21180-905/3-23895-1115/2-26125-1365/4-31585 (15 Years)
3	Sweeper I Cleaning Assistant I	8625-235/1-8860-315/2-9490-410/2-10310-490/3-11780-605/4-14200 (12 Years)	18000-500/1-18500-580/2-19660-760/2-21180-905/3-23895-1115/2-26125-1365/5-32950 (15 Years)
4	Lineman I Senior Office Attendant Clerical Attender II Skilled Technician Grade II Duplicator Operator I Line Fitter	8860-315/2-9490-410/2-10310-490/3-11780-605/2-12990-740/6-17430 (15 Years)	18500-580/2-19660-760/2-21180-905/3-23895-1115/2-26125-1365/5-32950-1605/4-39370 (18 Years)
5	Junior Assistant Cashier Meter Reader Junior Fair Copy Assistant Driver II Clerical Attender I Compounder Grade II	10800-490/2-11780-605/2-12990-740/5-16690-870/5-21040 (14 Years)	22085-905/2-23895-1115/2-26125-1365/5-32950-1605/6-42580-1745/3-47815 (18 Years)
6	Overseer Confidential Assistant Skilled Technician Grade I Senior Line Fitter	11780-605/2-12990-740/5-16690-870/7-22780 (14 Years)	23895-1115/2-26125-1365/5-32950-1605/6-42580-1745/5-51305 (18 Years)

7	Driver I	12385-605/1-12990-740/5-16690-870/8-23650 (14 years)	25010-1115/1-26125-1365/5-32950-1605/6-42580-1745/6-53050 (18 Years)
8	Senior Assistant Senior Fair Copy Assistant Compounder Grade I	12990-740/5-16690-870/6-21910-945/3-24745 (14 Years)	26125-1365/5-32950-1605/6-42580-1745/6-53050-2085/1-55135 (18 Years)
9	Sub Engineer Mobile Crane Operator II	14470-740/3-16690-870/6-21910-945/4-25690 (13 Years)	28855-1365/3-32950-1605/6-42580-1745/6-53050-2085/2-57220 (17 Years)
10	Special Grade Driver II Senior Compounder	15210-740/2-16690-870/6-21910-945/5-26635 (13 Years)	30220-1365/2-32950-1605/6-42580-1745/6-53050-2085/3-59305 (17 Years)
11	Special Grade Driver I	15950-740/1-16690-870/6-21910-945/6-27580 (13 Years)	31585-1365/1-32950-1605/6-42580-1745/6-53050-2085/3-59305 (16 Years)
12	Mobile Crane Operator I	16690-870/6-21910-945/6-27580 (12 Years)	32950-1605/6-42580-1745/6-53050-2085/3-59305 (15 Years)
13	Senior Foreman Senior Mobile Crane Operator Vehicle supervisor	17560-870/5-21910-945/6-27580 (11 Years)	34555-1605/5-42580-1745/6-53050-2085/3-59305 (14 Years)

**Annexure –II**

<b>Places where Hydrel Area Allowance is admissible</b>			
<b>Sl. No.</b>	<b>Places</b>	<b>Sl. No.</b>	<b>Places</b>
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	Vagamom	34	Vazhathope
35	Vellathooval		

**Annexure – III**

<b>Places where Warm Clothing Allowance is admissible</b>					
<b>Sl. No.</b>	<b>Places</b>	<b>District</b>	<b>Sl. No.</b>	<b>Places</b>	<b>District</b>
1	Adimaly	Idukki	2	Agali	Palakkad
3	Ambalavayal	Wayanad	4	Anachal	Idukki
5	Anakkara	Idukki	6	Anjukunnu	Waynad
7	Chimmony	Thrissur	8	Chithirapuram	Idukki
9	Erattayar	Idukki	10	Idamalayar	Ernakulam
11	Kakkayam	Kozhikkode	12	Kallarkutty	Idukki
13	Kalpetta	Wayanad	14	Kambalakkad	Wayanad
15	Kambilikkandom	Idukki	16	Kanchiyar	Idukki
17	Kaniyambetta	Wayanad	18	Kanjikkuzhy	Idukki
19	Kannankuzhy	Thrissur	20	Karimanal	Idukki
21	Karttikulam	Wayanad	22	Kattappana	Idukki
23	Kenichira	Waynad	24	Kochupamba	Pathanamthitta
25	Kottathara	Palakkad	26	Kulamavu	Idukki
27	Kumily	Idukki	28	Kuttiyadi	Kozhikkode
29	Mananthavadi	Wayanad	30	Mankulam	Idukki
31	Marayoor	Idukki	32	Meenangadi	Wayanad
33	Meencut	Idukki	34	Meppady	Wayanad
35	Moozhiyar	Pathanamthitta	36	Munnar	Idukki
37	Murikkasserry	Idukki	38	Muttil	Waynad
39	Nedumkandam	Idukki	40	Nelliyampathi	Palakkad

41	Padachira	Waynad	42	Padinjarethara	Wayanad
43	Pampla	Idukki	44	Panamaram	Wayanad
45	Peechi	Thrissur	46	Perumthenaruvi	Pathanamthitta
47	Peruvanthanam	Idukki	48	Poringalkuthu	Thrissur
49	Pothupara	Idukki	50	Pulpally	Wayanad
51	Rajakumary	Idukki	52	Ranni-Perunad	Pathanamthitta
53	Seethathodu	Pathanamthitta	54	Sholayar	Thrissur
55	Sulthanbathery	Wayanad	56	Thavinjal	Wayanad
57	Thookkupalam	Idukki	58	Thriveni	Pathanamthitta
59	Udumbanchola	Idukki	60	Upputhara	Idukki
61	Vagamon	Idukki	62	Vandanmedu	Idukki
63	Vandiperiyar	Idukki	64	Vazhathope	Idukki
65	Vellamunda	Wayanad	66	Vellathooval	Idukki
67	Vythiri	Wayanad			