

**KERALA ELECTRICITY EMPLOYEES' CONFEDERATION
INTUC**



(Reg. No. 01-14/87 - Aff. 10485)

V.P MARAKKAR SMARAKA MANDIRAM
AMBUJAVILASOM ROAD, THIRUVANANTHAPURAM - 695 001
E-mail : keecintuchq@gmail.com, Web: www.intuckeec.com



PATRON K. MURALEEDHARAN M.P	PRESIDENT K.P DHANAPALAN Ex.M.P 9447083300	WORKING PRESIDENT Adv. SIBYKUTTY FRANCIS 9447303578	GENERAL SECRETARY NAZEER.M 9447241503
---------------------------------------	---	--	--

No. KEEC/GL/2025/06

Thiruvananthapuram
27.01.2025

To

The Power Secretary
Power Department
Government of Kerala
Secretariat, Thiruvananthapuram

Sir,

Sub: Releasing pending DA – sanction on pay revision.

**Ref: Proceeding of the 74th meeting of the board of directors held on
23.11.2023 at 10.30 AM**

The Dearness Allowance and relief to the employees and pensioners respectively in KSEBL has been pending for a long time. At present 20% dearness allowance is pending to the employees. The baseless reason in the decision of board meeting - agenda cited is that the previous two pay revisions were not sanctioned by the government. In this regard, we may bring certain facts before you, as your are aware.

1. The pay revision due on 2013 signed in 2016 was signed during the period of Sri.Oommen Chandy government and the minister then was Sri.Aryadan Muhammed. All the procedures were initiated and discussed in detail with the minister before signing the agreement. Also it was an agreement under ID act, a central act. The other official decision and discussions were held under the control of Chairman & Managing Director, an IAS officer part of Government. Also the board orders in this regard was approved by the Power Secretary and Finance Secretary then the directors. The legally signed agreement had been registered before the Labour commissioner. Now after a period of 9 years, the decision of board vide reference is void abinitio. Board have no authority to

object the agreement. The agreement was a contract under contract act and also the same has a strong support of Central Act, Industrial Dispute Act. The board decision vide reference is baseless.

2. We may point-out some other irregularity occurred in KSEBL during the past years in some other areas.

The agreement for KFON was signed before receiving government approval. It was not supported by any Central Act. There was no discussion. It was a heavy loss to KSEB and Consumers. Even though subsequently it was approved by the government.

The lowest cost power purchase agreement was cancelled without the sanction of government. Subsequently Government was gone through it.

The decision taken in the billing of Purappura Solar, resulted big loss to board and this procedure was not approved by the government.

3. The objection on the pay revision was made only after a long period. Some of the directors including Chairman & Managing Director receiving up to date DA.
4. As per the bilateral agreement signed, DA has to be declared as on the date of publishing the consumer price index. There is no pending DA in KSFE since they are following the bilateral agreement. As the DA denied to KSEBL employees, we filed writ petition before Hon'ble High court. The reply before the court by the board was *“ As such some was placed for consideration of the 73rd meeting of the board of directors of KSEBL held on 30.09.2023. The full board considered the proposal as Agenda OA-64-09/2023 explained the matter and deferred the same as to consider in the next meeting of the board of directors on which to the Directors representing Finance department Government of Kerala may be present which is expected to be held by November 2023 ”.*

In this statement nowhere exhibited the requirement of approval on the pay revision. After a period of one month how could be the policies and rules be changed in the Government. The reference agenda stated that DA could not be sanctioned because the two pay revision were not approved by the Government. All the contention of Government, KSERC, Board are against law and fact. Other allowance, salary, DA upto last two years released from time to time. Hence the reference above is illegal. It

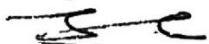
was only for to submit before Hon'ble High court to reject our petition. Also it is pointed out that, the pay revision/bilateral agreement signed in 2021 which was due in 2018 was also led by another minister, Chairman & Managing Director, directors. The discussions were made with the unions. It was also legal. Hence both the pay revision, are legal and as per law.

Government, KSEBL, KSERC cannot deny the approval of the pay revision, since it was an agreement with consent of the Government, Minister and officers deputed by the Government. After a period of 9 year, the irregular and illegal statement in the form of agenda (Reference 1) is not valid. Hence, we request your good self to issue the formal order for approving both the pay revisions. In 1993, the number of employees in KSEBL for 36 lakh consumer was 30000 and now only 26000 employees for 1.36 crore consumers. The works are overloaded. The denial of DA of employees who are engaging double duty is against natural justice and law.

The directors including Chairman & Managing Director are receiving DA, it is against right to equality under Article 14 of the constitution. Considering all the above facts, we request your good self to release the up-to-date Dearness Allowance to KSEBL employees.

Thanking you,

Yours faithfully,



K.P Dhanapalan Ex.MP
President



Adv.Sibykutty Francis
Working President



Nazeer.M
General Secretary