

# **KERALA STATE ELECTRICITY BOARD LIMITED**

(Incorporated under the Indian Companies Act 1956)

Registered Office: Vaidyuthi Bhavanam, Pattom, Thiruvananthapuram - 695004

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## **A B S T R A C T**

Payment of Bonus/Festival Allowance to Employees, Pensioners & Family Pensioners for the year 2015 - 2016 and Onam Advance to Employees - Sanctioned - Orders issued

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## **CORPORATE OFFICE (PERSONNEL)**

B.O.(DF) No.2608/2016 (PS I/3441/Bonus/2013) Thiruvananthapuram, Dated 06.09.2016

- Read:-
1. G.O. (P) No. 143/2016/LBR TVM dated 20.08.2016.
  2. G.O. (P) No. 129/2016/Fin. dated 01.09.2016.
  3. G.O. (P) No. 130/2016/Fin. Dated 01.09.2016.
  4. Payment of Bonus (Amendment) Act, 2015 (No. 6 of 2016).

## **O R D E R**

The Kerala State Electricity Board Limited is pleased to sanction Bonus/Festival Allowance for the financial year 2015 – 2016 to all eligible employees, pensioners and family pensioners & Onam Advance to the employees subject to the conditions specified in this order.

### **1. BONUS**

- (a) 8.33 % of wages/salary drawn during the year 2015 – 2016 will be paid as Bonus with a ceiling of ₹ 7,000/- to those employees who have drawn monthly wages up to ₹ 21,000/- p.m., including CLR Workers, persons engaged and paid directly by the Kerala State Electricity Board Limited on a daily wages basis and PTC Employees. Pay, Dearness Allowance, Special Pay and Ad-hoc Dearness Allowance will be reckoned for calculating monthly wages.
- (b) The minimum bonus payable as above will be ₹ 100/- (Rupees One Hundred only).
- (c) For an employee to be eligible for Bonus, he should have been employed under the Kerala State Electricity Board Limited during the accounting year 2015 - 2016 (April 2015 to March 2016) for a minimum period of 30 actual working days continuously excluding intervening holidays.
- (d) Persons engaged on daily wages as 1 (a) above for more than 30 actual working days continuously are eligible for Bonus which may be worked out at 8.33 % of the total wages drawn by them during the period from 01.04.2015 to 31.03.2016.

- (e) For working out the Bonus eligibility of an employee, the rate of salary of the employee concerned is the limiting factor and not the actual amount drawn for the purpose of reckoning the ceiling limits of ₹ 7,000/- and ₹ 21,000/-. If on account of leave on loss of pay or half pay leave or by absence otherwise, the actual salary drawn by an employee in any month falls below the ceiling amount of ₹ 7,000/- while actually his rate of pay is above the said ceiling limit, then the salary in respect of such period of leave on loss of pay, half pay leave, absence, etc. has to be proportionately deducted from the ceiling limit of ₹ 7,000/-.

## II. FESTIVAL ALLOWANCE

- (a) Festival Allowance of ₹ 2,400/- (Rupees Two Thousand and Four Hundred Only) will be paid to those employees who were drawing total emolument above ₹ 21,000/- per month and who are not eligible for Bonus in terms of Para 1 (a) above.
- (b) Festival Allowance of ₹ 2,400/- (Rupees Two Thousand and Four Hundred Only) will be admissible to all regular/temporary employees who joined service after 01.10.2015 and who are in service on the date of issue of this order and those who join duty before the fourth Onam of 2016.

## III. FESTIVAL ALLOWANCE TO PENSIONERS

- (a) Those Pensioners who are not eligible for Bonus under clause I (a) above, will be paid a Festival Allowance of ₹ 2,400/- (Rupees Two Thousand and Four Hundred Only) provided they were in continuous service of the Board for not less than six months during the year 2015 - 2016.
- (b) The pensioners who are not eligible for Bonus or Festival Allowance under clause I (a) and clause III (a) above, will be paid ₹ 870/- (Rupees Eight Hundred and Seventy Only) as Special Festival Allowance.
- (c) Family Pensioners will be paid ₹ 750/- (Rupees Seven Hundred and Fifty Only) as Special Festival Allowance.
- (d) Ex-gratia Pensioners will be paid ₹ 750/- (Rupees Seven Hundred and Fifty Only) as Special Festival Allowance.
- (e) Re-employed pensioners, provisional hands recruited through Employment Exchanges and employees on contract appointments in the Board will be paid Special Festival Allowance of ₹ 2,400/- (Rupees Two Thousand and Four Hundred Only ) subject to satisfaction of other conditions.

#### IV ONAM ADVANCE

Onam Advance up to a maximum of ₹ 15,000/- (Rupees Fifteen Thousand Only) will be paid on request to all regular employees, PTC employees and monthly paid CLR workers. In the case of those who wish to avail lesser amount as Festival Advance, the required amount will be paid in multiples of ₹ 1,000/- (Rupees One Thousand Only) subject to a maximum of ₹ 15,000/- (Rupees Fifteen Thousand Only). Recovery of the advance will be effected in 5 equal monthly instalments beginning with the salary for September 2016.

#### V GENERAL

- (a) Those serving employees or retired employees who happen to be eligible for Bonus under clause I (a) and Festival Allowance under clause II (a) and III (a) above will be permitted to draw either Bonus or Festival Allowance whichever is more advantageous to them.
- (b) The Festival Allowance/Bonus/Onam Advance to the Employees and Festival Allowance for Pensioners/Family Pensioners will be disbursed from 7<sup>th</sup> September 2016.
- (c) The ARU Officers will take necessary action for accounting the above payments. However, in the case of those offices where the practice of pre-audit is in vogue, the same shall be waived for effecting the payment as per this order.

By Order of the Director (Finance)  
Sd/-  
Rajthilakan M G  
Secretary (Administration)

To

All Chief Engineers/All Deputy Chief Engineers/All Executive Engineers

Copy to:

The Financial Adviser/Chief Internal Auditor

Legal Adviser & Disciplinary Enquiry Officer

The Chief Vigilance Officer/Deputy Chief Engineer (I T)

Regional Audit Officers/ Public Relations Officer/Deputy Secretary (Admn.)

The TA to Chairman & Managing Director

The TA to Director (D & S)/Director (T & SO)

The TA to Director (CP & SCM)/Director (Gen. Civil & HRM)

The PA to Director (Finance)/CA to Secretary (Administration)

The FC Superintendent/Record Section/Library/Stock File.

Forwarded/By order

Sd/-

Senior Superintendent