



## **KERALA STATE ELECTRICITY BOARD LIMITED**

**(Incorporated under the Indian Companies Act, 1956)**

**CIN:U40100KL2011SGC027424**

**Office of the Chief Personnel Officer, Personnel Department,  
Vydyuthi Bhavanam, Pattom, Thiruvananthapuram, Kerala-695004  
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### **Abstract**

Revision of Pay and Allowances of Workmen and Officers of Kerala State Electricity Board Limited – Orders issued.

### **CORPORATE OFFICE (PERSONNEL)**

**B.O.(DB) No. 640/2016(PS1/3764/2015)**

**Dated, Thiruvananthapuram: 26-02-2016**

- Read:-
1. B.O (FB).No.641/2011 (PSI/6047/2008) dated 28-02-2011.
  2. B.O. (FM) No.2966/2011 (PSI/1757/2009) dated 24.12.2011
  3. G.O.(RT) No.311/2015/PD dated 22-12-2015
  4. B.O. (CMD) No.73/2016 (PSI/3764/2016) dated 11-01-2016
  5. Note No.CMD/102/P-R-Workmen & Officers/2/2016 dated 15-02-2016 of the Chairman and Managing Director, Kerala State Electricity Board Limited
  6. Proceedings of the Meeting of the Board of Directors held on 15-02-2016 (Agenda item No.OA-1/2-2016)

### **ORDER**

The validity of the Long Term Settlement dated 28.02.2011 entered into between the Kerala State Electricity Board Limited and the Recognised Trade Unions for revision of Pay and Allowances and other service conditions of Workmen in Kerala State Electricity Board Limited, ended on 31-07-2013 and that of the revision of pay and allowances of Officers of Kerala State Electricity Board Limited ended on 30-06-2013. On expiry of the above Pay Revisions, the Recognised Trade Unions representing the employees in Kerala State Electricity Board Limited and the Associations of Officers have demanded revision of Pay and Allowances with effect from 01-08-2013 and 01-07-2013 respectively.

Government as per Order read as 3<sup>rd</sup> paper above constituted a Pay Revision Committee comprising Sri.P.J.Mathew, Principal Accountant General(Rtd), Karnataka, as Chairman and Sri.N.S.Pillai IA & AS, Director (Finance), Sri.N.Nandakumar, LA & DEO, Sri.K.Damodaran Nampoothiri, Chief Internal Auditor and Sri.R.Rajasekharan Nair, Secretary (Administration) as its Members. The terms and reference of the pay revision committee is to evaluate and study various aspects involved in the pay revision exercise in Kerala State Electricity Board Limited considering the points raised by the Trade Unions/Officers Associations and to evolve a report covering all aspects including implications and to submit the report to the Full Time Directors. The Pay Revision Committee submitted its report on the revision of pay and allowances of workmen and officers of Kerala State Electricity Board Limited.

A Pay Revision Sub Committee has been constituted in Kerala State Electricity Board Limited with Sri.N.S.Pillai, IA&AS, Director (Finance) as Chairman, Sri.C.V.Nandan, Director (Generation & HRM), Smt.B.Nina, Director (Distribution& Safety), Sri.O.Asokan, Director (CP& SCM), Smt.P.Vijayakumari, Director (Trans & SO) as Members and Sri. R.Rajasekharan Nair, Secretary (Administration) as convener for conducting negotiations with the Trade Unions and Officers' Associations to arrive at a Long Term Settlement and for revising the pay and allowances of Officers of Kerala State Electricity Board Limited as per order read 4 above.

Based on the report of the Pay Revision Committee, the Pay Revision Sub Committee started negotiations with the Recognised Trade Unions on 08.02.2016. Thereafter a series of

discussions were held and decision has been taken on various aspects regarding the revision of the pay and allied benefits to the workmen mutually agreed up on by the Trade Unions and Kerala State Electricity Board Limited. A Memorandum of settlement was arrived at on this behalf by the Trade Unions and Kerala State Electricity Board Limited. The Pay Revision Subcommittee after detailed discussions with the Associations of Officers have also reached a consensus and submitted a proposal for the revision of pay and allowances of Officers of Kerala State Electricity Board Limited.

The Memorandum of Settlement reached on behalf of workmen and the proposals for revision of pay and allowances of Officers were placed before the Director Board Meeting held on 15-02-2016.

Having examined the matter in detail, Kerala State Electricity Board Limited is pleased to Order as follows

1. To accept the agreement reached with the recognized Trade Unions revising pay and allowances of workmen of Kerala State Electricity Board Limited,
2. To authorize the management to sign the Long Term Settlement with the recognized Trade Unions,
3. To approve the recommendations of Pay Revision Subcommittee for revising the pay and allowances of Officers of Kerala State Electricity Board Limited,
4. To implement the pay revision of workmen and officers of Kerala State Electricity Board Limited subject to the formal sanction of the government.
5. To constitute a committee headed by the Director (Finance), Kerala State Electricity Board Limited to study and assess the actual requirement of staff and posts in Kerala State Electricity Board Limited and to submit a report to Chairman and Managing Director, Kerala State Electricity Board Limited which shall be approved in the Full Time Directors' meeting.
6. To authorize the Chief Internal Auditor to issue Audit Circular with necessary illustrations.

By Order of the Director Board  
Sd/-

R.RAJASEKHARAN NAIR  
**Secretary (Administration)**

To

The Chief Internal Auditor, Kerala State Electricity Board Limited

Copy to:

All Chief Engineers (Ele. & Civil)/All Deputy Chief Engineers (Ele. & Civil)/

All Executive Engineers (Ele. & Civil)

The Financial Adviser/Chief Vigilance Officer

Legal Adviser & Disciplinary Enquiry Officer

The Director (IT)/Public Relations Officer/Deputy Secretary (Admn.)

The TA to Chairman and Managing Director /PA to Director (Finance), TA to Director (Generation & HRM), TA to Director (Distribution & Safety, TA to Director (CP& SCM), TA to Director (Trans & SO), CA to Secretary

The Fair Copy Superintendent/Record Section/Library/Stock File.

Forwarded/By Order

Sd/-

Senior Superintendent