

# ***KERALA STATE ELECTRICITY BOARD***

## **Abstract**

**KSE Board – Revision of Pay and allowances of workmen with effect from 1.8.2003 – Approval of Memorandum of Settlement – Orders issued.**

---

## ***PERSONNEL DEPARTMENT***

---

**B.O (FB) No.628/2007 (PSI/101/2006) Dated, Thiruvananthapuram 19 .3.2007**

---

**Read:- Proceedings of the Board Meeting dated. 27.2.2007.**

## **ORDER**

The Board had entered into a Long term Settlement with the two recognised Trade Unions on 11.8.2000 for revising the then existing wages, allowances and other service conditions of all categories of workmen. The said settlement was executed for a period of 5 years with effect from 1.8.98 and the validity of the settlement expired on 31.7.03.

On expiry of the Long Term Settlement dtd. 11.8.2000, many Trade Unions functioning in the Board including the two recognised Trade Unions viz.Kerala State Electricity Board Workers Association and Kerala Electricity Workers Federation have submitted their Charter of Demands to revise the wages and allied benefits of workmen in the Board.

The Board has constituted an eight member Pay Revision Committee with Sri. V. Arunagireswara Iyer, Financial Adviser as Chairman and Dr. G. Pavithran, the Chief Engineer (HRM) as Convener of the committee for conducting negotiation with the representatives of the above two recognised Trade Unions.

The Pay Revision Committee started negotiation on the charter of Demands with the Unions from 16.10.2006. There after a series of discussions were held on various dates and arrived at mutually agreed decisions to revise the Pay and other allied benefits.



The Final Draft Memorandum of settlement was placed before the Board and the Full Board Meeting held on 27.02.2007 has decided to approve and accept for signing the Memorandum of Settlement between the Board and the recognised Trade Unions in the KSE Board and to submit it to Government for approval.

The Board has decided to authorise the Chief Internal Auditor, KSE Board to issue necessary Audit Circular.

It was also decided to entrust the Secretary, Kerala State Electricity Board to issue further clarifications, if any, regarding the Pay revision in consultation with Member (Finance).

By Order of the Board

Sd/-  
M. Subair  
**Secretary**

To

The Chief Internal Auditor, KSE Board.

Copy:- All Chief Engineers.  
The Financial Adviser, KSE Board.  
The Inspector General of Police (V&S), KSE Board.  
The Legal Adviser & Disciplinary Enquiry Officer, KSE Board.  
The Public Relations Officer  
The Dy. Secretary (Admn.)  
The TA to Chairman/Member(G)/Member/(T&D)/COG  
The PA to Member (Finance)/Secretary  
The F.C. Superintendent/Record Section/Stock file/ Library

Forwarded / By Order

Sd/-  
**Senior Superintendent**





**MEMORANDUM OF SETTLEMENT**  
(Under Section 18 of the Industrial Disputes Act, 1947)

**Names of Parties**

**Representing Board:**

1. Sri. T.M. Manoharan, Chairman, KSE Board
2. Sri. A.G. Bhadrans, Member (Transmission & Distribution), KSE Board
3. Sri. M. Subair, Secretary, KSE Board
4. Sri. V. Arunagireeswara Iyer, Financial Advisor, KSE Board
5. Dr. G. Pavithran, Chief Engineer (HRM), KSE Board

**Representing Workmen:**

**I. Kerala State Electricity Board Workers Association (CITU)**

1. Sri. K.O. Habeeb, Vice President
2. Sri. K. Sukesan, Vice President
3. Sri. S.A. Majeed, Vice President
4. Sri. O. Pushpan, General Secretary
5. Sri. R. Anil Kumar, Assistant Secretary
6. Sri. V.S. Ajith Kumar, Joint Secretary

**II. Kerala Electricity Workers Federation (AITUC)**

1. Sri. J. Chitharanjan, President
2. Sri. M. Sukumara Pillai, General Secretary
3. Sri. A.N. Rajan, Working President
4. Sri. E.K. Raveendran, Vice President
5. Sri. S. Vijayan, Treasurer
6. Sri. S.H. Shanavas, Vice President
7. Sri. B.H. Ani, Secretary
8. Sri. James Raphel, Vice President

**III. Kerala Power Workers Congress**

1. Sri. T.S. Ramachandran
2. Sri. P. Francis
3. Sri. A. Sukumaran

**IV. KSEB Employees Congress (INTUC)**

1. Sri. D. Devaprasad

**Short recital of the case:**

The Board had entered into a Long Term Settlement with the two recognized Trade Unions on 11.08.2000 revising the then existed wages and allowances and service conditions of all categories of Workmen with effect from 1.8.98. This settlement was executed for a period of five years and has expired on 31.7.2003.

Meanwhile, the Board had conducted a Referendum on 23.8.2003 and two trade unions-viz Kerala State Electricity Board Workers Association and Kerala Electricity Workers Federation were declared as recognized trade unions. These recognized trade unions had demanded revision of wages and submitted their Charter of Demands to the Board after the expiry of the Long Term Settlement dated 11.08.2000. Certain other



registered Trade Unions functioning in the Board have also submitted their Charter of Demands.

The Chairman, K.S.E.Board held discussion with various registered unions and having felt that the works on evolving the next revision of wages and allied benefits of employees of the Board have to be started, the Board constituted a Pay Revision Committee with the following composition for conducting negotiation with the representatives of the above recognized trade unions for revision of Pay and allied benefits of all categories of workmen in KSE Board:

Sri. V. Arunagireeswara Iyer	Financial Adviser, Chairman
Dr. G.Pavithran	Chief Engineer (HRM), Convener.
Sri. P. Sugathan	Deputy Chief Engineer (HRM-1), Member.
Smt. Annamma John	Deputy Chief Engineer (HRM-II), Member.
Sri. C.Jaganathan,	Deputy Chief Engineer, Tran.Circle, Thiruvananthapuram, Member
Sri. A. Abdul Salam	Deputy Chief Engineer, Ele.Circle, Thiruvananthapuram (U), Member
Sri. T.K. Sasi	Personnel Officer, Member
Smt. Swany Varkey	Finance Officer, Member

The committee started negotiations on the charter of demands with the Unions from 16.10.2006. Thereafter a series of discussions were held on various dates and mutual decisions are arrived at as hereunder:

### **Terms of Settlement**

Settlement made and entered into this the **28<sup>th</sup> day of February, Two Thousand and Seven** between the Kerala State Electricity Board, Thiruvananthapuram (herein after referred to as the Board) as party of the first part and Kerala State Electricity Board Workers Association 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 Board and its Workmen, to establish a basic understanding relating to wage rates, 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 Board.

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

## **Article - II Scope of the Settlement**

This settlement shall apply to all the workmen of the Board as defined under section 2(p) of the Industrial Disputes Act, 1947 and the Unions and the Board shall be bound by the terms of the settlement for the full period thereof and all workmen under the Board 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 Scales of Pay**

1. It is agreed that the scales of pay will be revised as shown in Annexure -1
2. The revised scales of pay will have effect from 01.08.2003

### **B) Rules of Pay fixation**

#### **I. Weightage:**

- 1) (a) Weightage for the past service in the Board will be allowed at the rate of 1 % (one percentage) of the basic pay in the pre-revised scale for each completed year of service as on 31.7.2003, subject to a minimum of Rs.80/- and maximum of 20% (Twenty percentage). For the purpose of calculating weightage, fraction of a year, if any, consisting of six months or more will be rounded to the next higher year and fraction of year consisting of less than six months will be ignored  
(b) PTC employees in Board who have been subsequently regularised as Full Time employees in Board service will be paid weightage for their service as PTC employees, as provided in Article IX (a) of this Settlement.
- 2) The weightage will be admissible only to the employees in regular service of the Board as on 31.7.2003.



- 3) 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 Board. Time spent on leave not counted for normal increments will not be reckoned, for this purpose.
- 4) In the case of Board employees who are appointed to higher categories in Board service itself by direct recruitment, through Kerala Public Service Commission, the service put in by such employees in the Board prior to appointment to the higher post will also be counted for the purpose of weightage.
- 5) Former Government service followed by Board service without break will be counted for the purpose of computing qualifying service for weightage.
- 6) 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 settlement, if they have been regularized in the Board Service either by Board or by the Public Service Commission on or before 31.7.2003.
- 7) The period of contract service/service on consolidated pay in the Board followed by regular appointment in the Board will be counted for weightage.

## **II Fixation of Pay in the revised scale:**

- 8) The pay of an employee in service as on 1.8.2003 will be fixed in the revised scale as follows:
  - a) Add to the basic pay as on 31.7.2003 in the pre-revised scale the following:
    - (i) An assured fitment benefit of Rs 615 (Rupees Six hundred and fifteen only) or 6% of the basic pay in the pre revised scale whichever is higher.
    - (ii) 59% DA admissible on the existing pay in the pre revised pay scale.
    - (iii) Weightage admissible under Clause (I) above.

**Note:-**  
One hundred and fifty nine percentage (159 %) of the 'Special Pay' drawn by an employee as on 31.7.2003, as per clause II (8) (e) of the Long Term Settlement dated 11.8.2000, will also be added to the total of 8(a).

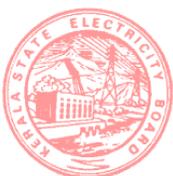
  - b) If the amount arrived at as per clause (a) above is less than the minimum of the revised scale, the pay of the employee will be fixed at the minimum of the revised scale.
  - c) If the pay arrived at as per clause (a) above is more than the maximum of the revised scale of pay, the revised pay will be fixed at the maximum, the difference being 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.



- d) In other cases, the pay of the employee will be fixed at the next higher stage in the revised scale whether it represents a stage in the revised scale or not.
- e) The pay arrived at as per sub clause (b), (c) and (d) above, as the case may be, shall be the pay as on 1.8.2003 in the revised scale.
- 9) No option facility will be allowed.
- 10) The next increment will be given on the date on which normal increment falls due in the pre-revised scale.
- 11) In cases where a senior employee promoted to higher post/granted grade promotion before 1.8.2003 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:
- (i) The senior and the junior employees shall belong to the same category and should have been promoted to the same category of post.
  - (ii) 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.
  - (iii) The senior employee at the time of promotion/grade promotion has been drawing equal or more pay than the junior.
  - (iv) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay.
  - (v) 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.
  - b) In case where pay of an employee is stepped up in terms of clause 11 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.
- 12) The pay of a new recruit, who joins Board service on or after 1.8.2003, but before the date of this settlement, will be stepped up by adding the first increment in the respective scale of pay on the date of joining duty.
- 13) If during the period of operation of this settlement, any employee reaches the maximum of the revised scale applicable to him and thereby stagnates in the scale, he will be permitted to draw five more increments annually as stagnation increments, at the rate of the increments he last drew in the revised scale. In case an amount which is equal to or more than five stagnation increments in the revised



scale has to be used for fixation of pay vide clause 8(c) above, he/she will not be entitled to any further annual increments in the revised scale. However, if an amount of 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 vide clause 8 (c).

- 14) Notwithstanding Clause 8(c) and Clause 13, if any workman who is ineligible to draw any further increments in the revised scale, has drawn increments in the pre-revised scale between 1.8.2003 and the date of settlement, such increments drawn in the pre-revised scale, together with the applicable DA will be protected to that extent, till the date of his/her normal promotion or the date of grade promotion or the date of next pay revision, whichever is earlier.

## **Article – V**

### **Allowances**

#### **1) Dearness Allowance**

Dearness Allowance admissible will be paid at the following rates in the revised scale and will continue to be paid as admissible to employees of State Government, from time to time.

<u>Date of effect</u>	<u>Rate of DA</u>
01.01.2004	2% of Pay
01.07.2004	3% of Pay (in addition to 2% above)

#### **2) House Rent Allowance**

House Rent Allowance is revised with a minimum increase of Rs.50/- in the existing rate, based on the revised pay ranges and classification of cities / places as shown in **Annexure 2**. The revised rates will be paid with effect from 1.3.2006.

#### **3) City Compensatory Allowance**

City Compensatory Allowance for employees working in offices located within the city limits of Thiruvananthapuram, Kochi and Kozhikode will be as shown in **Annexure 3**. The rates will be paid on the revised pay ranges with effect from 1.3.2006

#### **4) Medical allowance**

The existing rate of medical allowance of Rs 35/- per month will be revised to Rs 45/- per month.

##### **Note:**

- a) In the case of workmen drawing Medical Allowance, reimbursable claims for medical expenses amounting to Rs 75/- and above at a time will only be admitted for reimbursement. Re-imbursable claims below Rs 75/- 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 75/-, 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) The scheme for reimbursement of medical claims will be continued till the implementation of an insurance linked scheme.
- c) The revised scheme for reimbursement of medical expenses consequent to accidents to workmen who come under the Workmens' Compensation Act 1923 will also be continued.

**5) Hill Tract Allowance**

Hill Tract Allowance will be paid at the revised rates based on pay ranges as given in Annexure 4.

**6) Project Allowance / Operation Allowance**

Project Allowance / Operation Allowance will be paid at the revised rates based on pay ranges as given in Annexure 5.

**7) Investigation Allowance**

Investigation Allowance will be paid at the revised rates based on pay ranges as given in Annexure 6.

**8) Local Delivery allowance**

The rate of Local Delivery Allowance now being paid at Rs40/- per month to the Office Attendants will continued to be paid at the existing rate.

**9) Spread Over Allowance**

Spread over allowance will be paid at the revised rates to categories of posts as shown in Annexure7.

**10) Shift Duty Allowance**

Shift Duty Allowance will be paid at the revised rate to categories of posts as shown in Annexure 8.

**11) Extra Duty allowance for Drivers**

Extra Duty Allowance now being paid to the Drivers at the rate of Rs 200/- per month will be enhanced to Rs 260 /- per month.

**12) Heavy Duty Allowance for Mobile Crane Operators, Heavy Truck Operators, HEME Operators and HCE Operators**

The Heavy Duty Allowance payable to the Mobile Crane Operators and Heavy Truck Operators at the rate of Rs 75/- p.m will continue at the existing rate. The existing Heavy Duty Allowance payable to HEME & HCE Operators at the rate of Rs 70/- per month will continue.



**Note: -**

Those who are actually operating these equipments only are eligible for this allowance.

**13) Uniform Allowance**

'Dress Allowance / Uniform Cloth and Stitching Charges' and 'Washing Allowance' now being paid are combined and renamed to be paid as 'Uniform Allowance'. The Board will not provide Uniform Cloth henceforth. The practice (if existing) of supply of Uniform Cloth will also be discontinued henceforth. These allowances will be paid every year to the existing categories who have to wear uniform, subject to the conditions as shown in **Annexure 9**.

**14) Night Duty Allowance**

The existing rate of Rs 6/- per day of full night duty will be revised to Rs 10/- per day of full night duty. 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.

**15) Security allowance**

The existing rate of Rs 70/- per month paid to Cashiers/ Cashier Trainees who have kept the Security Deposit, will be enhanced to Rs80/- per month, as long as Security Deposit is insisted in their cases.

**16) Warm Clothing Allowance**

The existing allowance for purchasing woollen blankets paid at the rate of Rs 300/- once in two years will be enhanced to Rs 350/- once in two years in the designated area.

**Note:-**

This allowance will be paid only to the workmen, in the areas inevitable for this purpose as identified by the Board.

**17) Power Project Construction Allowance/EHT Line Construction Allowance**

Power Project Construction Allowance/EHT Line Construction Allowance will be paid at the revised rates based on pay ranges as given in **Annexure 10**.

**18) Store Allowance**

Store Allowance will be paid at the revised rates to categories of posts as shown in

**Annexure 11.****19) Extra Duty Allowance to Office Attendants**

Extra Duty Allowance now being paid @Rs 30/- per month to the Office Attendants attending to the works in the Office of Chairman, Full Time Members and Secretary to the Board will be enhanced to Rs 35/- per month. Office Attendant who is performing duty, only with that



particular Officer is eligible for this allowance. Extension of this allowance to the Officers of the Head of Departments will be decided at the Board level.

**20) Oil Allowance, Kaval Allowance, Dust Allowance, Chemical Allowance and Thermal Allowance**

Oil Allowance, Kaval Allowance, Dust Allowance, Chemical Allowance and Thermal Allowance will be paid at the existing rates based on pay ranges as given in Annexure 12.

**21) Technical Allowance**

Technical allowance will be paid at the revised rates to categories of posts as shown in Annexure 13.

**22) Special Allowance to Duplicator Operators/Blue Printers/Office Attendants**

The Special Allowance to Duplicator Operators and Blue Printers being paid @ Rs 40/- per month will continue at the existing rate. This allowance is payable to those operating duplicating machine and will not be paid to more than one person in an office at a time.

**23) Conveyance Allowance**

The Conveyance Allowance now being paid to the Electricity Workers and Executive Staff, including Meter Readers in the Distribution Sections, will be revised to Rs 200/- per month irrespective of the mode of conveyance used.

**Note:-**

This allowance is intended to compensate the expenses for travel incidental to the discharge of their duties in their respective areas of work within a distance of 8 Kms from headquarters. The other conditions for payment of this allowance will remain unaltered.

**24) School/ College Going Children Allowance**

School/ College Going Children Allowance will be paid at the revised rates as given in Annexure14.

**25) Heavy Duty Allowance for Electricity Workers in Stores**

Heavy Duty Allowance for Electricity Workers in Stores will be paid at the revised rates based on pay ranges as given in Annexure15.

**26) Isolated Area Allowance**

Isolated Area Allowance will be paid at the revised rates as given in Annexure 16.

**27) Spectacle Allowance**

The one time allowance of Rs 300/- being paid to the employees will be revised to Rs 500/-. 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 and also that he has not availed of this benefit from the Board previously. The present practice of entering the receipt of this one-time allowance in the Service Book of the employee will be strictly followed.



**28) Tunnel Allowance**

Tunnel Allowance being paid @ Rs 150/- per month will be revised as Rs 175/- 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 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.

**29) Conveyance Allowance to Handicapped Board Employees**

The rate of conveyance allowance to physically handicapped regular employees will be revised from Rs 200/- per month to Rs 300/- per month.

**30) High Speed Allowance for Typists & Stenographers:**

This allowance will be continued at the existing rate of Rs 40/- only to those who are drawing the same at present until they are relieved / transferred from the existing post.

**31) Lift Operation Allowance**

: Discontinued

**32) Law Allowance****33) Higher Qualification Allowance for Account Test (Higher) holders****34) Special Pay for Typists & Stenographers holding prescribed Higher Qualifications****35) Higher Qualification Allowance to Executive Staff****36) Headquarters Extra Duty Allowance****37) Special Allowance**

- (i) Stenographer attached to the Chairman, Full Time Members, Secretary, Public Relations Officer, Chief Engineer (HRM), Deputy Chief Engineer-(Administration-I) and the Chief Personnel Officer.
- (ii) (a) Office Attendant attending to Chairman, Full Time Members and Secretary.  
(b) Office Attendants attending to Financial Adviser, Public Relations Officer and Chief Personnel Officer.

These allowances will be continued at the existing rate, only to those who were drawing the same on 11.8.2000 (date of previous settlement), until they are relieved/ transferred from the existing post.



**38) Special Allowance to Workmen Engaged in Spot Billing**

The workmen below the rank of Meter Readers who are engaged for Meter Reading (Spot Billing) and workmen below the rank of Cashiers who are engaged as Cashier Trainees will be paid during the period of such engagement, an allowance equal to two increments they are actually drawing in their respective scale of pay.

**39) General**

(a) 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 and isolated areas workmen will be paid any of the three allowances at their choice in addition to DA, HRA and Medical Allowance.

(b) Conveyance Allowance, Spread Over Allowance, Night Duty Allowance, Tunnel Allowance, Headquarters Extra Duty Allowances to Drivers, Thermal Allowance and allowances payable annually or once in service, are exempted from the above restriction in (a).

**Article – VI**  
**Date of Effect and Drawal of Arrears**

**Date of Effect**

- (i) Pay and Medical Allowance at revised rates will be paid from 1.8.2003.
- (ii) Dearness Allowance admissible will be paid at the following rates in the revised scale and will continue to be paid as admissible to employees of State Government, from time to time.

<b><u>Date of effect</u></b>	<b><u>Rate of DA</u></b>
01.01.2004	2% of Pay
01.07.2004	3% of Pay (in addition to 2% above)

- (iii) House Rent Allowance and City Compensatory Allowance at revised rates will be paid with effect from 1.3.2006.
- (iv) All other existing allowances including Over Time Wages and Incentive Allowances will be paid at the revised rates wherever applicable, from the month of signing of the Long Term Settlement.
- (v) All re-designation of posts and ratio promotions shall have effect from the month of signing of the Long Term Settlement.

**Drawal of Arrears**

- (vi) Though the revision of Pay and Allowances, other than those specifically excluded are effective from 1.8.2003, the arrears from 1.8.2003 to 31.8.2006, will be credited to the respective GPF account of the employees concerned.



- (vii) No withdrawals other than the final withdrawal will be allowed from the arrears of pay and allowances thus credited to the G.P.F account till 31.8.2008. The employees in whose cases it is not obligatory to maintain GPF account such as P.T.C. Sweepers/P.T.C Scavengers will be paid the entire arrears in cash. Those employees who have already retired or relinquished Board service after 1.8.2003 will be paid the entire arrears in cash.
- (viii) Those employees who will be retiring or relinquishing service on or before 31.8.2008, will also be paid the arrears in lump on their retirement or relinquishment of service.

## **Article – VII Staff Pattern**

- (1) The existing promotion procedure of 90:7:3 to the post of Overseer will be modified as 90:10. The promotion against 10% quota will be earmarked for those who possess ITI / Diploma. The qualification prescribed earlier in 7% quota as ITI (Non Electrical) will be modified as ITI / Diploma in any branch in 10% quota.
- (2) Other existing staff pattern of the various categories shall continue as such for the time being till the implementation of system improvement & reforms which will be discussed and finalized with the Trade Unions within a time frame of six months

## **Article – VIII Work Norms and Incentives**

- (1) Existing work norm and rates of incentive allowances and its payment conditions in respect of ministerial and executive staff will continue as such for the time being.
- (2) Work Norms, improving the efficiency of the Board and incentives will be reviewed after discussion and finalization with the Trade unions within a time frame of six months.



**Article – IX**  
**P.T.C Employees**  
**Wage Revision**

The wages of P.T.C employees will be revised with effect from 1.8.2003 as indicated below:

Area to be swept	Existing rate (Rs)	Revised rate (Rs)
Below 200 sq.mts	1525 + DA	2495+ Applicable DA
200 sq.mts to 800 sq.mts	1700 + DA	2775 + Applicable DA

**(a) Weightage**

Weightage will be paid at the following rates:

Total 5 years service as on 1.8.2003	- Rs80/-
Total 10 years service as on 1.8.2003	- Rs130/-
Total 15 years service as on 1.8.2003	- Rs180/-
Total 20 years service as on 1.8.2003	- Rs230/-
Total 25 years service as on 1.8.2003	- Rs280/-

**(b) Allowances**

**(i) Dearness Allowance**

The rates applicable to the P.T.C employees in the State Government service from time to time will be followed.

**(ii) House Rent Allowance**

Will be revised from Rs 65/- per month to Rs 90/- per month.

**(iii) City Compensatory Allowance**

City Compensatory Allowance now being paid at Rs 20/- per month to those who are working in the designated cities of Thiruvanthapuram, Kochi, Kozhikode will continue.

**(iv) Project Allowance**

Will be revised from Rs 130/- per month to Rs 135/- per month to those who are engaged in Project areas. Project Allowance at a higher rate of 125% of normal rates will be paid only on completion of 3 years of continuous service in the project area.



**(v) Uniform Allowance**

‘Dress Allowance’ towards the cost of uniform cloth and stitching charges and ‘Washing Allowance’ now being paid to the PTC employees are combined and renamed to be paid as ‘Uniform Allowance’. This allowance will be paid at the rate of Rs 400/- per year, only to those who wear the uniform during their duty hours.

**Note**

- (1) Uniform allowance will not be paid to those who are not wearing the prescribed uniform during duty hours.
- (2) The payment will be made every year based on a certificate regarding wearing of uniform from the Controlling Officer.
- (3) 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.

**(vi) Hill Tract Allowance**

The existing rate of Rs 25/- per month will continue.

**(vii) Spectacle Allowance**

Will be revised from Rs 300/- to Rs 500/- as one time payment in service.

**(viii) Conveyance Allowance to Physically handicapped**

This Allowance being paid to physically handicapped P.T.C employees having permanent/partial disability of not less than 40%, will be enhanced from the existing Rs 200/- to Rs 300/- per month

**(c) General**

- (1) The dependants of only those P.T.C employees who die before attaining 60 years of age will be granted appointment on compassionate grounds.
- (2) PTC employees with ITI certificate prescribed for the post of Meter Reader shall be considered for appointment as Meter Reader in the departmental quota.
- (3) Clause-3 (iv) & (vi) under Article-IX of Long Term Settlement dated 2.8.1995 are reproduced below for implementation:
  - (i) The existing channel open to male PTC employees for appointment as Mazdoor will be thrown open to female PTC employees to the posts equivalent to the post of Mazdoor.
  - (ii) The existing petition/petitions before the Board for relaxation of age limit of PTC employees who are engaged in PTC service prior to 26.6.1991 and continuing in service as on the date of this



settlement will be considered favourably by the Board for appointment as Ordinary Mazdoor (Electricity Worker).

- 4) 50 numbers of Part Time Sweepers and 10 numbers of Part Time Scavengers will be given promotion as Full Time Sweepers/ Scavengers according to seniority and willingness, after ascertaining the requirement.
- 5) The matter of introducing Provident Fund Account to PTC employees will be examined for implementation in the Board.

## **Article-X**

### **General and Miscellaneous**

#### **A. Compassionate Employment Scheme**

1. In the case of appointments under Compassionate Employment Scheme (CES), male candidates who have passed SSLC/ Pre-Degree or equivalent will also be considered for appointment as Mazdoors.
2. Male Office Attendants who have been appointed under Compassionate Employment Scheme (CES) and have passed SSLC/ Pre-Degree or equivalent will be given a one time option to choose appointment as Mazdoors.
3. Compassionate appointments to the dependants of Board employees will be granted within a reasonable period of one year from the date of submission of application and production of all necessary and sufficient documents, subject to availability of vacancy.
4. Invalid pension will be granted to all those who apply for pension on invalid grounds.
5. Appointment under Compassionate Employment Scheme( CES) would be granted only in cases of dependents of employees who avail invalid pension due to accidents occurred during the course and out of employment, provided the employee is incapacitated to perform his / her duties and is absent from duty consequent to the accident.
6. The Special privilege of Compassionate Employment Scheme (CES) applicable to employees incapacitated due to accident during the course and out of employment will not normally be extended to employees with chronic illness.

#### **B. Pension/Gratuity**

7. The existing provisions in the Long Term Settlement dated 11.8.2000 regarding insisting of Non Liability Certificate for settlement of pensionary claim will be implemented scrupulously.



8. The actual period spent on duty by special group CLR workers in KSE Board from November 1978 onwards will be reckoned as qualifying service for pensionary benefits (irrespective of the length of break). If the actual period of break in CLR Service could not be ascertained from the available entry in the Service Book of the concerned workman, the admissible period of CLR service rendered from November 1978 onwards will be reckoned as qualifying service for pension on the basis of available entry in the Service Book. If the entry in the Service Book has been recorded as normal break, the break may be presumed as three days, after every 89 days.
9. The part time service rendered by the Full Time employees will be reckoned for pension as per the rules governing the same in Government.
10. The pension claims of PTC employees who were promoted as Junior Assistant / Senior Assistant will be settled on the basis of the pay they have actually drawn. The service actually rendered in regular post as well as PTC service will be reckoned, subject to the pension rules applicable in KSE Board.

### **C. Re-designation**

11. Following existing categories will be re-designated as below without any additional financial commitment to the Board:

Cleaner II	- Mechanical Work Assistant II
Cleaner I	- Mechanical Work Assistant I

### **D. Grade Promotion**

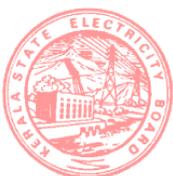
12. The existing provision for granting time bound grade promotion will continue as such for the time being.

### **E. Training**

13. Induction level training and in-service training will be imparted on regular basis. Induction level training and on the job training would be given at the time of appointment to Board service. Compulsory training will be imparted to Electricity Workers and Linemen within one year from the date of entry in service and also to those who have not undergone any training. Refresher training will also be given in the available training centres of KSE Board. Additional training centres, if required, will be established. Specific training programmes and training schedules will be formulated for each year.

### **F. General**

14. In respect of those who entered Board service on or after 1.8.2003, prior service rendered by them in Government or elsewhere will not be reckoned for the purpose of computing qualifying service in the Board.



15. The provisional service rendered by the provisional Linemen/ Meter Readers from 1981 onwards will be reckoned as qualifying service for pension. Their continuous provisional service from February 1989 will be reckoned for weightage, increment, higher grade and leave benefits with effect from 31.7.2003.
16. The issue regarding promotion as Sub Engineers for those persons advised by the Kerala Public Service Commission before 23.1.1981 was finalized as per the direction of the court. The question of extending this benefit to similarly placed persons will be examined by the Board.
17. Staff strength will be reviewed as on 31st August every year.
18. System change would be implemented in a time bound manner, based on the recommendations of Task force, after discussing and finalizing such issues with the Trade Unions, within a period of six months.
19. Sufficient Break Down Gangs with necessary tools and implements for Transmission Line Maintenance work will be provided.
20. Effective safety measures, necessary tools, safety equipments and materials will be provided to employees. Suitable training will also be imparted. A Division Level Safety Committee will be constituted with the Board Officials and representatives of recognized Trade Unions to monitor the implementation of safety standards. The Safety committee will review the matter every month.
21. Required sound pollution control equipments will be provided to the employees working in the BDPP and KDPP.
22. The staff strength in Thermal Stations will be fixed.
23. The actual period of CLR service of the employees in the Board, who were appointed under Compassionate Employment Scheme (CES), will be reckoned as qualifying service for increment, weightage and other service benefits.
24. The required number of places of Scavengers and Sweepers at Vidyuthi Bhavanam, Thiruvananthapuram, Kottarakkara, Thrissur and Kozhikode will be identified after considering the nature of work.
25. Ceiling in Travelling Allowance will be retained as such and jurisdiction and Head Quarter of each office will be determined separately. The journey made outside the jurisdiction will not be counted for TA ceiling.
26. Specific rules and regulation will be framed for appointments / promotion/ quota promotion and implemented after discussion and finalization with the Trade Unions, subject to sanction from Government.



27. Cultural and Sports Meet will be conducted in all districts annually for promoting sports/arts and cultural activities among the Board employees. The benefit allowed to the sports recruits will be granted to other employees also who make similar outstanding achievements in these fields.
28. Quarters for employees will be constructed at BDPP.
29. Earned leave that can be surrendered once in a financial year by all regular categories of workmen will be enhanced from the present 20 days to 30 days. This will take effect from 1.4.2007.
30. ITI Electronics will also be considered as an alternate qualification to ITI Electrical for the purpose of promotion to the post of Sub Engineer (Ele).
31. Reimbursement of full medical expenses will be provided to Board employees for their medical treatment due to accidents occurred during the course of duty irrespective of the hospital in which treatment has been availed.
32. Special promotion rules to physically handicapped employees in 3% quota will be implemented by the Board after identifying the eligible categories.
33. All other existing provisions in force will continue.

## **Article – XI**

### **TERMINATION**

The provisions of this settlement will come into force from 1.8.2003 except where otherwise specified and will continue to be in force and in effect till 31.7.2008.

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 Board 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 whereof the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives, this **28<sup>th</sup> day of February, 2007**.



**Signature of the parties:****For and on behalf of the Kerala State Electricity Board:**

- |   |      |
|---|------|
| 1. Sri. T.M. Manoharan, Chairman, KSE Board                           | Sd/- |
| 2. Sri. A.G. Bhadran, Member (Transmission & Distribution), KSE Board | “    |
| 3. Sri. M. Subair, Secretary, KSE Board                               | “    |
| 4. Sri. V. Arunagireswara Iyer, Financial Advisor, KSE Board          | “    |
| 5. Dr. G. Pavithran, Chief Engineer (HRM), KSE Board                  | “    |

**For and on behalf of the Trade Unions:****I. Kerala State Electricity Board Workers Association (CITU)**

- |  |      |
|--|------|
| 1. Sri. K.O. Habeeb, Vice President        | Sd/- |
| 2. Sri. K. Sukesan, Vice President         | “    |
| 3. Sri. S.A. Majeed, Vice President        | “    |
| 4. Sri. O. Pushpan, General Secretary      | “    |
| 5. Sri. R. Anil Kumar, Assistant Secretary | “    |
| 6. Sri. V.S. Ajith Kumar, Joint Secretary  | “    |

**II. Kerala Electricity Workers Federation (AITUC)**

- |   |   |
|---|---|
| 1. Sri. J. Chitharanjan, President            | “ |
| 2. Sri. M. Sukumara Pillai, General Secretary | “ |
| 3. Sri. A.N. Rajan, Working President         | “ |
| 4. Sri. E.K. Raveendran, Vice President       | “ |
| 5. Sri. S. Vijayan, Treasurer                 | “ |
| 6. Sri. S.H. Shanavas, Vice President         | “ |
| 7. Sri. B.H. Ani, Secretary                   | “ |
| 8. Sri. James Raphel, Vice President          | “ |



### III. Kerala Power Workers Congress

- |                           |      |
|---------------------------|------|
| 1. Sri. T.S. Ramachandran | Sd/- |
| 2. Sri. P. Francis        | “    |
| 3. Sri. A. Sukumaran      | “    |

### IV. KSEB Employees Congress (INTUC)

- |                       |   |
|-----------------------|---|
| 1. Sri. D. Devaprasad | “ |
|-----------------------|---|

#### Witnesses:

- |   |      |
|---|------|
| 1. Smt. Annamma John, Deputy Chief Engineer (HRM II), KSE Board | Sd/- |
| 2. Sri. T.K. Sasi, Personnel Officer, KSE Board                 | “    |

**(True Copy)**

**Sd/-**

**Senior Superintendent**



**Annexure – 1**  
**KERALA STATE ELECTRICITY BOARD**  
**MASTER SCALE**

**4990 - 130/1 - 5120 - 160/2 - 5440- 215/2 - 5870 - 280/2 - 6430 - 335/3 - 7435 - 415/2 - 8265 - 510/5 - 10815 - 600/6 - 14415 - 650/6 -18315**

TOTAL TIME SPAN: 29 Years  
 INCREMENT RATES:: 130, 160, 215, 280, 335, 415, 510, 600, 650

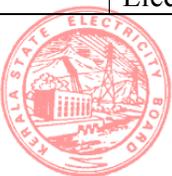
NOTE: The above master scale includes the pay scales of all Workmen of the Board  
 (Mazdoor to Senior Foreman)

**Categories and Revised Pay Scales**

Scale No	Designation	Existing Scale of Pay	Revised Scale of Pay
1	Mazdoor Office Attendant II Scavenger III Sweeper III Gardener III Cleaner II* Lascar II Rain gauge Reader Watchman II Cook Hospital Attendant II	3050-80/1-3130-100/2- 3330-135/2-3600-175/2- 3950-210/3-4580	4990-130/1-5120-160/2- 5440-215/2-5870-280/2- 6430-335/3-7435  *Cleaner II will be re-designated as Mechanical Work Assistant II.
2	Office Attendant I Sweeper II Scavenger II Gardener II Boatman/Vallom man Signaller II Lascar I Valve House Operator II Cleaner I* Junior Line Fitter Lineman II Blue Printer II Gunman Carpenter II Plumber II Electrician III Watchman I Butler II	3130-100/2-3330-135/2- 3600-175/2-3950-210/3- 4580-260/1-4840	5120-160/2-5440-215/2- 5870-280/2-6430-335/3- 7435-415/1-7850  *Cleaner I will be re-designated as Mechanical Work Assistant I.



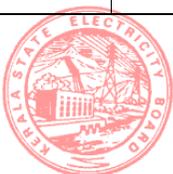
	Binder II Duplicator Operator II Pharmacist Laboratory Technician Hospital Attender I Chainman		
3	Sweeper I Scavenger I Assistant Filter Operator Assistant Engine Driver Signaller I Line Fitter Gardener I	3230-100/1-3330-135/2- 3600-175/2-3950-210/3- 4580-260/2-5100	5280-160/1-5440-215/2- 5870-280/2-6430-335/3- 7435-415/2-8265
4	Lineman I Senior Office Attendant Line Fitter Khalasi II Blacksmith II Woodcutter Sawyer Mason II Painter II Fitter II Operator C Mechanic III Chiselman Microfilm Asst.II Estimate Copyist II Meter Room Attender Blue Printer I Butler I Caretaker II Senior Watchman Clerical Attender II Binder I Duplicator Operator I Telephone Operator II Senior Hospital Attender Adrima, Bradma, Rota Proof Operators	3330-135/2-3600-175/2- 3950-210/3-4580-260/2- 5100-320/4-6380	5440-215/2-5870-280/2- 6430-335/3-7435-415/2- 8265-510/4-10305
5	Junior Assistant Cashier Meter Reader Junior Fair Copy Assistant Khalasi I Carpenter I Mason I Electrician II	4160-210/2-4580-260/2- 5100-320/5-6700-375/3- 7825	6765-335/2-7435-415/2- 8265-510/5-10815-600/3- 12615



	Driver II Roller Driver II Boat Driver II Operator B Fitter I Plumber I Turner II Welder II Cable Jointer II Mechanic Grade II Fitter Operator Fitter-cum-Welder Meter Mechanic II Foreman IV Instrument Mechanic Assistant Mechanic Tracer Microfilm Asst I Senior Blue Printer Estimate Copyist I Photographer Telephone Mechanic II Teleprinter Mechanic II Nurse II Surveyor II Accountants (Land Acquisition) Sergeant Gr.II Compounder Gr.II Civil Agent Typewriter Mechanic I Clerical Attender I Sr.Duplicator Operator Senior Binder Caretaker I Sr.Butler Asst.Librarian Receptionist II	4160-210/2-4580-260/2- 5100-320/5-6700-375/3- 7825	6765-335/2-7435-415/2- 8265-510/5-10815-600/3- 12615
6	Overseer Confidential Assistant Operator A Blacksmith I Painter I Draughtsman II (Ele. & Civil) Senior Line Fitter Nurse I Midwife/Nurse-cum- Midwife	4580-260/2-5100-320/5- 6700-375/5-8575	7435-415/2-8265-510/5- 10815-600/5-13815



7	Driver I Roller Driver I Boat Driver I Surveyor I Senior Filter Operator Telephone Mechanic I Teleprinter Mechanic I Telephone Operator	4840-260/1-5100-320/5- 6700-375/6-8950	7850-415/1-8265-510/5- 10815-600/6-14415
8	Senior Assistant Senior Accountant (Land Acquisition) Senior Fair Copy Assistant Compounder Grade I Senior Nurse Senior Midwife Sergeant Grade I	5100-320/5-6700-375/6- 8950-410/1-9360	8265-510/5-10815-600/6- 14415-650/1-15065
9	Sub Engineer Sr.Teleprinter Mechanic Draughtsman (Ele &Civil) Mechanic I Cable Jointer I Workshop Chargehand Meter Mechanic I Foreman II Tractor Driver Engine Driver Dam Superintendent HEME Operator II HCE Operator II Meter Tester Foreman II (Ele/Mech/Civil) Chargehand/Field Mechanic Senior Roller Driver Heavy Truck Operator II Mobile Crane Operator II Turner I Electrician I Welder I	5740-320/3-6700-375/6- 8950-410/2-9770	9285-510/3-10815-600/6- 14415-650/2-15715
10	Spl.Grade Driver II Research Assistant Receptionist (Special Grade) Typewriter Mechanic (Spl.Grade) Senior Compounder	6060-320/2-6700-375/6- 8950-410/3-10180	9795-510/2-10815-600/6- 14415-650/3-16365



11	Special Grade Driver I H.E.M.E. Operator I H.C.E Operator I Foreman I (Civil/Mech/Ele.) Sr.Dam Superintendent Senior Cable Jointer	6380-320/1-6700-375/6- 8950-410/4-10590	10305-510/1-10815-600/6- 14415-650/4-17015
12	Senior Research Assistant Heavy Truck Operator I Mobile Crane Operator I	6700-375/6-8950-410/5- 11000	10815-600/6-14415-650/5- 17665
13	Senior Foreman Senior HEME Operator Senior Mobile Crane Operator Sr.Heavy Truck Operator Senior HCE Operator Vehicle Supervisor Selection Grade Telephone Mechanic	7075-375/5-8950-410/6- 11410	11415-600/5-14415-650/6- 18315

## Annexure 2

### House Rent Allowance

Pay Range	Amount of HRA Payable			
	B class cities	C class city/ Town	Towns not in B & C Class	Unclassified Places
	Rs	Rs	Rs	Rs
1	2	3	4	5
4990-7299	400	280	280	
7300-13699	600	390	340	
13700-17099	750	500	380	180
17100-20199	1000	680	380	
20200 & above	1200	790	380	

**Note :-**

(1) For the purpose of this clause, B Class City means the cities of Thiruvananthapuram, Kochi and Kozhikode.

(2) "C Class City / Town" means the cities/ towns of Alappuzha, Changanacherry, Kanhangad, Kannur, Kasargod, Kayamkulam, Kunnankulam, Kollam, Kottayam, Malappuram, Manjeri, Nedumangad, Neyyattinkara, Palakkad, Payyannur, Ponnani, Quilandy, Thaliparamba, Thiruvalla, Thrissur, Tirur and Vadakara.



(3) "Towns not in B & C Class" means all other Municipal areas and township as well as District and Taluk Head quarters not coming under B & C Class City / Town.

(4) The rates will apply only to the offices situated within the City / Municipal, etc limits.

(5) Workmen working in New Delhi will be eligible for HRA at Government of India rates as applicable at that place.

### Annexure 3

#### City Compensatory Allowance

Sl.No	Pay Range (Basic pay)	Rate per month (Rs.)
1	Below Rs. 4990	30
2	Rs.4990 and above but below Rs. 7480	40
3	Rs.7480 and above but below Rs. 9590	65
4	Rs 9590 and above	120

### Annexure 4

#### Hill Tract Allowance

Existing Pay range	Revised Pay range	Existing rate	Revised rate
Up to Rs.3486	Up to Rs. 5683	Rs.70	Rs.75
Rs.3487 to Rs.5470	Rs. 5684 to Rs.8837	Rs.90	Rs.95
Rs.5471 and above	Rs. 8838 and above	Rs. 110	Rs. 115

**Note:-**

This allowance will not be paid in areas where project allowance is payable.



**Annexure 5****Project Allowance / Operation Allowance.**

Existing Pay range	Revised Pay range	Existing Rate ( Rs)	Revised Rate (Rs )
Up to Rs 4850	Up to Rs 7852	260	270
Rs 4851 to Rs 5383	Rs 7853 to Rs 8699	310	320
Rs 5384 to Rs 7925	Rs 8700 to Rs 12741	380	395
Rs 7926 and above	Rs 12742 and above	450	465

**Note:**

- a) Workmen will not be paid Project Allowance and Operation Allowance together. The Board will determine the areas of payment of Project Allowance and Operation Allowance separately from time to time.
- b) Project Allowance/Operation Allowance will be paid at a higher rate of 125% of normal rate for workmen on completion of 3 years of continuous service in project areas.
- c) Workmen who are exclusively posted to work in the Electrical Distribution Sections in the above areas will also be eligible for this allowance at the above rate.
- d) This allowance will continue to be paid to all places / projects where it is already given.



**Annexure 6****Investigation Allowance**

<b>Existing Pay range</b>	<b>Revised Pay range</b>	<b>Existing Rate (Rs.)</b>	<b>Revised Rate (Rs.)</b>
Up to Rs 4850	Up to Rs 7852	120	130
Rs 4851 to Rs 5383	Rs 7853 to Rs 8699	140	150
Rs 5384 to Rs 7925	Rs 8700 to Rs 12741	170	180
Rs 7926 and above	Rs 12742 and above	200	210

**Note: -**

Workmen actually engaged in investigation duties in field alone will be eligible for this allowance.

**Annexure 7****Spread Over Allowance**

<b>Categories</b>	<b>Existing Rate (Rs.)</b>	<b>Revised Rate (Rs.)</b>
Lineman Gr. II/ Lineman Gr. I	200	260
Overseer	210	280
Sub-Engineer	225	300

**Note: -**

- Spread Over allowance will be paid only to workmen engaged on spread over duty. If any category of workmen other than those mentioned above are now getting this allowance, they will continue to get this allowance so long as they are engaged on spread over duty.
- Spread Over Allowance will be extended to the Electricity Workers at the rate of Rs.150/- and to Executive staff up to Sub-Engineers, at the above-rates, who are actually engaged in the EHT line maintenance work and who are members of the breakdown gang.
- 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.
- This allowance will not be payable where overtime wages are being paid to such categories.



**Annexure 8**  
**Shift Duty Allowance**

Categories	Existing rate (Rs)	Revised rate (Rs)
Lineman Gr II / Lineman Gr.I & Watchman	75	85
Overseer	80	90
Sub-Engineer	85	95

**Note:-**

- a) This allowance is payable to those workmen who are required to work in shifts including the night shifts.
- b) This allowance at the above rates will be extended to the workmen working in Control Rooms also.

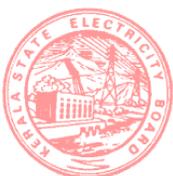
**Annexure 9**

**Uniform Allowance**

Category	Rate (Rs)
Male	1000 per year
Female	700 per year
<u>Scavengers</u>	
a) Male	1600 per year
b) Female	1000 per year
Workmen in BDPP/ KDPP (limited to those who are regularly in contact with oil)	1500 per year

**Note :-**

- (1) The Scavengers will not be provided with hand gloves and rubber chappals by the Board hence forth.
- (2) 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.
- (3) Uniform allowance will not be paid to those who are not wearing the prescribed uniform during duty hours.
- (4) The payment will be made every year based on a certificate regarding wearing of uniform from the controlling officer.
- (5) 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.



**Annexure 10****Power Project Construction Allowance/EHT Line Construction Allowance**

<b>Existing Pay range</b>	<b>Revised Pay range</b>	<b>Existing rate (Rs)</b>	<b>Revised rate (Rs)</b>
Up to Rs 3114	Up to Rs 5091	45	55
Rs 3115 to Rs 3920	Rs 5092 to Rs 6373	50	60
Rs 3921 to Rs 5122	Rs 6374 to Rs 8284	55	65
Rs 5123 and above	Rs 8285 and above	65	75

**Note:-**

- EHT Line Construction Allowance will be paid to those workmen who are actually engaged in the construction/maintenance of EHT Line of and above 66 KV.
- Workmen in receipt of Conveyance Allowance or any other Construction Allowance will not be entitled to EHT Line Construction Allowance.
- Power Project Construction Allowance is payable to workmen who are actually engaged in the field in project construction works in Power Projects.

**Annexure 11****Store Allowance**

<b>Categories</b>	<b>Existing Rate (Rs.)</b>	<b>Revised Rate (Rs.)</b>
Senior Assistant	70	75
Sub Engineer	95	100

**Note:-**

This allowance will be paid only to staff working in the store from 8 am to 5 pm.



**Annexure 12****Oil Allowance, Kayal Allowance, Dust Allowance, Chemical Allowance and Thermal Allowance.**

Existing Pay Range	Revised Pay Range	Existing Rate					Revised Rate
		Oil Allowance Rs	Dust Allowance Rs	Kayal Allowance Rs	Chemical allowance Rs	Thermal allowance Rs	
Upto Rs.3349	Upto Rs.5465	35	40	45	65	40	All these allowances will continue at the existing rates corresponding to the revised pay ranges.
Rs.3350 to 3597	Rs 5466 to 5859	40	45	55	75	45	
Rs.3598 to 3907	Rs.5860 to 6352	45	55	65	90	50	
Rs.3908 to 4155	Rs 6353 to 6746	50	65	75	110	55	
Rs.4156 to 4403	Rs.6747 to 7141	60	75	85	130	65	
Rs.4404 to 4899	Rs.7142 to 7929	65	90	105	145	70	
Rs.4900 & above	Rs.7930 & above	80	100	115	175	85	

**Note:-**

- a) Coverage of all these allowances will continue as per the existing rules.  
b) Oil Allowance will be extended to workmen regularly handling transformer oil in TMR Sub Division also.

**Annexure 13****Technical Allowance**

Categories	Existing Rate (Rs.)	Revised Rate (Rs.)
Overseer (Civil) & (Ele) working in DB	33	35
Sub Engineer working in DB	38	40



**Annexure14****School/ College Going Children Allowance**

	Existing rate (Rs )	Revised rate (Rs )
Up to and including VII std	10	20
VIII to XII std	20	40
College studies	25	50

**Note: -**

- (1) This allowance will be paid to workmen at the above rate under the existing conditions in Project areas where School / College facilities are not available within 8 Kms by road.
- (2) This allowance will be payable to only one of the parents if both are employed in the Board
- (3) This allowance will not be paid if Board's vehicle is provided for the conveyance of School/ College Going Children of the workmen.

**Annexure 15****Heavy Duty Allowance for Electricity Workers in Stores**

Existing Pay range	Revised Pay range	Existing Rate (Rs.)	Revised Rate (Rs.)
Up to Rs. 3659	Up to Rs.5958	55	60
Rs 3660 to Rs. 3969	Rs 5959 to Rs.6451	65	70
Rs. 3970 and above	Rs. 6452 and above	75	80



**Annexure 16****Isolated Area Allowance**

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

<b>Area</b>	<b>Existing Rate (Rs.)</b>	<b>Revised Rate (Rs)</b>
Sholayar Poringalkuthu Moozhiar Kochu Pampa Idamalayar Kakkayam Triveni Pampa	10% of the basic pay subject to a minimum of Rs 350 per month and a maximum of Rs 1000/- per month.	10% of the basic pay subject to a maximum of Rs 1200/- per month.

**Note:-**

- Workmen who are exclusively working in the Electrical Distribution Sections in the above areas will also be eligible for this allowance at the above rates.
- 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.
- This allowance will also be applicable to the isolated areas which will be notified by the Board from time to time.
- This allowance will only be paid to those workmen who are actually performing duty at the above places.

