KERALA STATE ELECTRICITY BOARD

Abstract

Revision of Pay and Allowances of Officers of Kerala State Electricity Board – Sanctioned - Orders issued.

CORPORATE OFFICE (PERSONNEL DEPARTMENT)

B.O.(FM) No. 2966/2011 (PS1/1757/2009) Dated, Thiruvananthapuram, 24/12/2011

Read:

1. B.O. (FM) No.2075/2007 (PSI/OPR/2007) dated 12.09.2007
2. B.O. (FB) No.455/2011 (PSI/6047/2008) dated 09.02.2011
3. B O (FB) No. 643/2011 (PS-I/1757/2009) dated 28/02/2011
4. G O (Ms) No. 46/11/PD dated 23/11/2011

O R D E R

The period of validity of the revision of pay and allowances of the Officers of the Kerala State Electricity Board ended on 30.06.2008. On expiry of the above pay revision, various Organisations of Officers in K S E Board have demanded revision of pay and allowances with effect from 01.07.2008.

Board vide order read as 2nd paper above constituted a Pay Revision Committee for conducting discussions with the Organisations of Officers and to submit a proposal for revision of pay and allowances of Officers of K S E Board.

Accordingly, the Pay Revision Committee submitted its proposal for revising the pay & allowances and other service conditions of Officers before the Board. The proposal was placed before the Full Board meeting held on 28.02.2011. The Board approved the proposal and decided to forward the same to obtain formal approval of the Government. The Government approved the proposal of the Board vide G O read fourth above. The said Government Order has been adopted by the Full Time Members for implementation in the Board.

Having considered the matter in detail, the Board is pleased to order that the pay & allowances and other service conditions of the Officers of the Board will be revised as follows.

I. REVISION OF PAY

1. **Applicability**

The revision of pay and allowances ordered herein will be applicable only to Officers in the regular service of the Board as on 30.06.2008 and who were continuing in service on 01.07.2008, unless otherwise specified.

2. **Scales of pay**

The existing master scale and the different scales of pay of Officers are revised as follows: -

a) Master Scale

Existing	Revised
13215-600/2-14415-650/6-18315-780/3-20655-890/4-24215-950/5-28965-1050/6-35265 (26 Years)	20170-870/2-21910-945/6-27580-1130/6-34360-1290/5-40810-1380/5-47710-1520/5-55310 (29 Years)

b) Time Scales

Sl No	Designation	Existing Scales of Pay	Revised Scales of Pay
(1)	(2)	(3)	(4)
1	Assistant Engineer/ Medical Officer / Senior Superintendent/ Divisional Accountant/ Senior Confidential Assistant/ Fair Copy Superintendent	13215-600/2-14415-650/6-18315-780/3-20655 (11 years)	20170-870/2-21910-945/6-27580-1130/5-33230 (13Years)
2	Assistant Executive Engineer/Assistant Accounts Officer/Assistant Finance Officer/Junior Personal Assistant/Senior Fair Copy Superintendent/ Regional Personnel Officer/Public Relations Officer	17015-650/2-18315-780/3-20655-890/4-24215 (9 Years)	25690-945/2-27580-1130/6-34360-1290/4-39520 (12 Years)
3	Accounts Officer/ Finance Officer/ Personal Assistant	17665-650/1-18315-780/3-20655-890/4-24215-950/1-25165 (9 Years)	26635-945/1-27580-1130/6-34360-1290/5-40810-1380/1-42190 (13 Years)
4	Executive Engineer/ Personnel Officer	19095-780/2-20655-890/4-24215-950/4-28015 (10 Years)	28710-1130/5-34360-1290/5-40810-1380/5-47710 (15 Years)
5	Senior Accounts Officer/ Senior Finance Officer/ Deputy Chief Accounts Officer	19875-780/1-20655-890/4-24215-950/5-28965 (10 Years)	29840-1130/4-34360-1290/5-40810-1380/5-47710-1520/1-49230 (15 Years)
6	Deputy Chief Engineer/Chief Personnel Officer/Chief Accounts Officer	23325-890/1-24215-950/5-28965-1050/2-31065 (8 Years)	34360-1290/5-40810-1380/5-47710-1520/2-50750 (12 Years)
7	Chief Engineer/Financial Adviser/Chief Internal Auditor	28015-950/1-28965-1050/6-35265 (7 Years)	40810-1380/5-47710-1520/5-55310 (10 Years)

3. <u>Cadre Pay</u>

The cadre pay of the officers is revised as given below considering the qualifications, risk factor in the power sector, skill level and also the duties and nature of work.

Designation	Rate (Rs Per month)
Chief Engineer /Financial Adviser / Chief Internal Auditor	1500/-
Deputy Chief Engineer /Chief Personnel Officer / Chief Accounts Officer, etc	1000/-
Accounts Officer / Finance Officer / Deputy Secretary / Executive Engineer / Personnel Officer / Personal Assistant / Sr Accounts Officer / Senior Finance Officer / Deputy Chief Accounts Officer etc	300/-
Asst Executive Engineer / Asst Accounts Officer / Asst Finance Officer/ Junior Personal Assistant / Regional Personnel Officer / Senior Fair Copy Superintendent etc	250/-
Assistant Engineer / Medical Officer / Sr. Superintendent / Divisional Accountant / Senior Confidential Assistant etc.	200/-

Cadre pay will be reckoned as part of pay having eligibility for DA, HRA, other allowances and pensionery benefits. However, no junior / senior fixation will be allowed on the basis of cadre pay.

4. <u>Rules of Pay Fixation</u>

4.1 All the Officers of the Board who were in the regular service as on 30.06.2008 and who were continuing in service on 01.07.2008 will be given an assured minimum benefit of Rs. 1250/- (Rupees one thousand two hundred and fifty only) or 10 % of Basic Pay as on 30.06.2008 in the pre-revised pay scale, which ever is higher.

4.2 45 % D.A on the existing pay in the pre-revised pay scale shall be merged with the pay as on 30.06.2008.

4.3 Quantum of Weightage

(a) Weightage for the past service in the Board will be allowed at the rate of 0.6 % (Zero Point Six Percent) of the basic pay in the pre-revised scale for each completed year of service as on 30.06.2008, subject to a minimum of Rs.120/- and maximum of 15 % (Fifteen percentage).

(b) Weightage shall be admissible only to the Officers in Board's service as on 30.06.2008 and who were continuing in service on 01.07.2008.

(c) 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 a year consisting of less than six months will be ignored.

(d) For the purpose of weightage, fraction of a rupee, if any, will be rounded off to the next higher rupee.

4.4 Service up to 30.06.2008 that will count for weightage

(a) Qualifying service in KSE Board as on 30.06.2008.

(b) 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.

(c) Leave Without Allowance on Medical Certificate

[B.O (FB) No.532/2007(Estt.I/251/07) dtd.07.03.2007]

(d) Leave without Allowance for 60 days taken in continuation of Maternity Leave.[B.O (FB) No.532/2007(Estt.I/251/07) dtd.07.03.2007]

(e) Previous service put in by the Officers in KSE Board prior to appointment to the higher post, through Kerala Public Service Commission by direct recruitment.

(f) Former Government service (both Central and State) followed by Board service without break and reckoned by the Board.

(g) 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 order, if they have been regularized in the Board Service either by Board or by the Public Service Commission on or before 30.06.2008.

(h) The provisional service rendered by the Provisional Lineman / Meter Reader from February 1989 will be reckoned.

(i) The actual period of CLR service of the employees in the Board who were appointed under Compassionate Employment Scheme will be counted for weightage.

(j) All services mentioned under Para V of Circular LTS/93 dated 17.10.1995 of the FA&CAO other than above will be reckoned for computing qualifying service for weightage to this revision.

4.5 Service up to 30.06.2008 that will not count for weightage

(a) Time spent on leave not counted for normal increments.

(b) The period of increment barred with cumulative effect.

(c) The period of suspension.

(i) Not regularized.

(ii) Period treated as period not spent on duty.

(iii) Regularized as Leave without Allowance.

(d) Unauthorized absence even if subsequently regularized.

[B.O (FB) No.532/2007(Estt.I/251/07) dtd.07.03.2007]

(e) Leave Without Allowance on personal ground, for employment in India or abroad, for joining spouse, for study purpose, as governed by B.O (FB) No.532/2007 (Estt.I/251/07) dated 07.03.2007.

(f) Prior service in Government or elsewhere rendered by Officers who entered Board service on or after 01.07.2003.

4.6 Pay Fixation

The Pay of an Officer in service as on 01.07.2008 will be fixed in the revised scale of pay as follows.

(a) Add to the basic pay in the pre revised scale as on 30.06.2008, the following:

(i) An assured fitment benefit of Rs 1250/- (Rupees one thousand two hundred and fifty only) or 10 % of the Basic Pay in the pre- revised scale, whichever is higher.

(ii) 45 % DA on the existing pay in the pre revised pay scale.

(iii) Weightage admissible under Clause 4 .3 above.

(b) If the amount arrived at as per sub clause (a) above is less than the minimum of the revised scale, the pay of the Officer will be fixed at the minimum of the revised scale.

(c) If the pay arrived at as per sub 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 Officer 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) & (d) above, as the case may be, will be the pay of the Officer as on 01.07.2008 in the revised scale.

Note

Basic pay as mentioned in 4.6 (a) includes basic pay, personal pay and stagnation increments drawn in the pre-revised scale as on 30.06.2008

5. No option facility will be allowed for switching over to the revised scale of pay.

6.

(a) The next increment in the revised scale will be given on the date on which the normal increment falls due in the pre-revised scale.

(b) If an Officer draws his next increment in the revised scale under clause 6 (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 cases where the pay of an Officer is stepped up in terms of clause 6 (b) above, the next increment will be granted after completing one year service from such step up.

7 In cases where a senior promoted to higher post/granted grade promotion before 01.07.2008 draws lesser 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 officer 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 Officers should 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 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 increment granted to the junior in the lower post or due to increased service weightage to the junior or due to loss of increment to the senior.

Note: -

(i) If, in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increment granted to him, the senior to such junior has no claim over the pay of the junior.

(ii) In case where the pay of an officer is stepped up in terms of clause 7 above, the next increment will be granted as per existing rules.

8. The pay of a new Officer, who joins Board service on or after 01.07.2008, will be stepped up by adding the first increment in the scale of pay on the date of joining duty.

9. If, during the period of operation of this revision, any Officer reaches the maximum of the revised scale of pay applicable to him and becomes ineligible for any increment in their existing scale, he will be granted stagnation increments as in the case of Officers of Government. Stagnation increment will be granted to those officers also who reach maximum of the master scale (i.e. Rs 55310/-). In case an amount which is equal to or more than stagnation increments as in Government in the revised scale has to be used for fixation of pay vide clause 4. 6 (c) above, he/she will not be entitled to any further annual increments in the revised scale. However, if an amount of less than stagnation increments as in Government has been used for fixation of pay, he/she will be entitled to draw the balance number of stagnation increments (annually or biennially as the case may be), which has not been used for fixation of pay vide clause 4 .6 (c).

10.

(i) Notwithstanding Clause 4.6 (c) and Clause 9 above, if any Officer who is ineligible to draw any further increments in the revised scale, has drawn increments in the pre-revised scale between 01.07.2008 and the date of this pay revision, 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 pay revision.

(ii) 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 (i), the difference

between the protected amount and the benefit granted by way of promotion/grade promotion will be protected as stated in para 10 (i). This protected amount will not count for any other purpose including DA, Pension and Earned Leave Surrender etc.

II. REVISION OF ALLOWANCES

1. Dearness Allowance

Dearness Allowance admissible will be paid to the Officers of the Board, 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.

Sl. No	Date of Effect	Percentage of increase in DA Applicable to Officers of KSEB	Total DA Applicable
a	01.01.2009	7 % of Pay	7 %
b	01.07.2009	6 % of Pay	13 %
c	01.01.2010	9.048 % of Pay	22.048 %
d	01.07.2010	11.310 % of Pay	33.358 %

Note: The rate of DA in KSE Board will be determined by multiplying the factor of 1.1310 with the rate of DA announced by the State Government from 01.01.2010 onwards.

2. HOUSE RENT ALLOWANCE

House Rent Allowance will be paid to the Officers of the Board, at the revised rates based on the revised pay ranges and classification of cities / places as shown below:

Pay Range	Amount of HRA payable			
	B Class Cities Rs	C Class City /Town Rs	Towns not in B & C Class Rs	Unclassified Places Rs
1	2	3	4	5
Up to Rs.21254	840	550	480	
21255- 25799	1050	700	530	280
25800- 29777	1400	950	530	
29778 & above	1680	1110	530	

Note:-

(a) For the purpose of this clause, B Class City means the cities of Thiruvananthapuram, Kochi (including Kakkanad), Kozhikode, Kollam and Thrissur.

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

(c) "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.

(d) The rates will be applied only to the offices situated within the City / Municipal limits.

(e) Officers working in New Delhi will be eligible for HRA at Government of India rates as applicable at that place with effect from 01.07.2008.

(f) Officers who are occupying departmental quarters will not be eligible for HRA. However, rent will not be recovered from such Officers.

3. CITY COMPENSATORY ALLOWANCE

City Compensatory Allowance being paid to the officers working in offices located within the city limits of Thiruvananthapuram, Kochi (including Kakkanad), Kozhikode, Kollam and Thrissur will be paid @ Rs 350/- per month. Officers working in New Delhi will be eligible for CCA at Government of India rate as applicable at that place with effect from 01.07.2008.

4. MEDICAL ALLOWANCE

The existing rate of Medical Allowance of Rs 45/- per month being paid to Officers will be revised to Rs 55/- per month with effect from 01.07.2008.

Note:-

(a) In the case of Officers drawing Medical Allowance, reimbursable claims for medical expenses amounting to Rs.100/- and above at a time will only be admitted for reimbursement with effect from 01-04-2011. Re-imbursable claims below Rs.100/- 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.100/-, 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) Full re-imbursement of medical expenses will be provided to Officers of the Board for the accidents occurred during the course of employment including the re-imbursement of expenses for food charged by the hospital for one by-stander also.

5. OPERATION ALLOWANCE

This allowance will be paid to all the operators in the Generating stations and shall be paid at the following rates:-

Existing Pay range	Revised Pay range	Existing Rate (Rs)	Revised Rate (Rs)
13215 & above	20170 & above	465	500

Note:-

Operation Allowance will be paid at a higher rate of 125% of normal rate on completion of 3 years of continuous service in Generating Stations.

Hydel Area Allowance and Operation Allowance will not be paid together.

6. HYDEL AREA ALLOWANCE

The amount of Hydel Area Allowance is Rs.500/- per month.

Note:-

(i) Places admissible for claiming this Allowance will be notified later.

(ii) This Allowance shall be paid at a higher rate of 125% of normal rate for Officers on completion of three years of continuous service in Hydel Project areas.

(iii) Officers 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.

(iv) Hydel Area Allowance and Operation Allowance will not be paid together.

7. HILL TRACT ALLOWANCE

Hill Tract Allowance now being paid to the officers of the Board per month will be revised as follows:

Existing Pay range	Revised Pay range	Existing Rate (Rs)	Revised Rate (Rs)
13215& above	20170& above	115	280

Note:-

This allowance will not be paid in areas where Project Allowance/ Hydel Area Allowance is payable.

8. PROJECT ALLOWANCE

Project Allowance at the rate of Rs. 2000/- per month will be paid to the Officers working in projects under construction.

9. SPECIAL DUTY ALLOWANCE

Special Duty Allowance paid per month to the Officers of the Board will be revised as follows:

Designation	Existing Rate (Rs)	Revised Rate (Rs)
Assistant Engineers in Electrical Section Offices	300	500
Assistant Engineers in Generation Stations, EHV Sub Stations, EHV Transmission lines in commercial operations / under construction, Relay Units, Communication Units, Meter Testing Units, Civil Maintenance Units in Projects, Anti-Power Theft Squad, Technical Cell and for Legal Liaison Officer at Kochi.	300	320
Asst. Executive Engineers in charge of 220 KV Sub Stations, Electrical Sub Division, Major Trans. Sections / EHT Line Construction, Communication Units, Relay Units, Meter Testing Units, APT Squad, Technical Cell, EHV Line Maintenance.	325	345
Executive Engineer in charge of 400 KV Sub Stations, Load Despatch Station, Technical Cell, Communication Units, Relay Units, Meter Testing Units, APT Squad and for Deputy Secretary of Board Secretariat.	375	395

Note: -

This allowance will not be paid to those who are drawing Shift Duty Allowance irrespective of whether they are working in the Distribution, Transmission, Generation or any other Wing.

10. SHIFT DUTY ALLOWANCE

The existing rates of Shift Duty Allowance will be revised as follows: -

Designation	Existing Rate (in Rupees per month)	Revised Rate (in Rupees per month)
Assistant Engineer	145	175
Asst. Executive Engineer	170	200
Executive Engineer	195	225

11. TECHNICAL ALLOWANCE

The Technical Allowance now being paid to Engineers who are exclusively posted to attend office work will continue at the existing rates as shown below:

Designation	Rate (in Rupees per month)
Assistant Engineer	50
Asst. Executive Engineer	70
Executive Engineer	80
Deputy Chief Engineer	100

12. RESEARCH / DESIGN ALLOWANCE

The existing rate of Research Allowance now being paid to the Post-graduate Degree holders in Engineering who are working at the Research Units at Thiruvananthapuram, Idukki, Edamalayar and Pallom will be continued and extended to Design Wing at Thiruvananthapuram and Kozhikkode.

Designation	Rate (in Rupees per month)
Assistant Engineer	200
Asst. Executive Engineer	250
Executive Engineer	300
Dy. Chief Engineer	350

13. PERMANENT CONVEYANCE ALLOWANCE

The existing rate of Permanent Conveyance Allowance will be revised and paid per month as follows:-

Designation	Existing Rate (Rs)	Revised Rate (Rs)
Assistant Engineers in Distribution Sections and Senior Superintendents of RAO in Corporations and Municipalities.	170	300
Assistant Executive Engineers of Electrical Sub Divisions and AAO in RAO in Corporations and in Municipalities.	200	300
Accounts Officers in RAO in Corporations & in Municipalities	250	300

Note:-

(a) This allowance is intended to compensate the expenses of travel incidental to the discharge of their duties in the respective areas of work within a distance of 8 kms from the head quarters.

(b) This allowance will not be provided to Officers for whom conveyance have been provided by the Board.

(c) Assistant Engineers of Section Office, Assistant Executive Engineers of Sub Division, to whom vehicle has been provided by the Board, shall not be eligible for Conveyance Allowance.

14. ISOLATED AREA ALLOWANCE

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

Area	Existing Rate (Rs.)	Revised Rate (Rs)
Sholayar Poringalkuthu Moozhiyar Kochu Pampa Idamalayar Kakkayam Triveni Pampa Mankulam	10% of the basic pay subject to a maximum of Rs.1300/- per month.	2000/- per month.

Note:-

(a) This allowance will be paid at a higher rate of 125 % of normal rates for Officers 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 Board from time to time.

(c) This allowance will only be paid to those officers who are physically present at the above places and performing duty.

(d) Isolated Area Allowance will be payable to Officers who are drawing Project Allowance / Investigation Allowance/ Hydel Allowance.

15. TUNNEL ALLOWANCE

The existing rate of Tunnel Allowance will be revised as follows:-

Designation	Existing Rate (in Rupees per month)	Revised Rate (in Rupees per month)
Assistant Engineer	200	250

Note: -

This Allowance will be paid to Assistant Engineers 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 20 days in a month.

16. WARM CLOTHING ALLOWANCE

The existing allowance will be enhanced for purchasing woollen blankets paid at the rate of Rs 350/- once in two years to Rs.500/- once in two years in the designated areas.

Note:

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

17. TEACHING ALLOWANCE

Teaching Allowance now being paid to the Officers engaged in teaching at PETARC at Moolamattom and to RPTI at Thiruvananthapuram, Pallom, Thrissur and Kozhikode will continue to be paid at the existing rate as shown below:- [B O No 1067/94 (HRD 29/93) dated 13.06.1994]

Designation	Rate per month (Rs)
In the rank of Executive Engineer and above	400/-
In the rank of Assistant Executive Engineer and below Executive Engineer	300/-
Assistant Engineer and Sr. Superintendent	250/-

18. SPECTACLE ALLOWANCE

The one time allowance of Rs 500/- now being paid to the Officers will be revised to Rs.1000/- twice in service. This allowance will be paid based on a declaration furnished by the Officer along with the cash bill to the effect that the spectacle has been purchased for his own use and has not availed this benefit /availed this benefit once. The present practice of entering the receipt of this allowance in the Service Book of the employee will be strictly followed.

19. HYDEL ALLOWANCE / INVESTIGATION ALLOWANCE

Allowance	Existing Rates (Rs)	Revised rates (Rs)
Hydel/Investigation Allowance	10% of Basic Pay subject to a maximum of Rs.1300/-per month	2000/-per month

The existing conditions for payment of this allowance are modified as shown below:

(a) This Allowance shall be paid to the Officers who are actually engaged in the field for investigation work/working in Hydel Projects occupying departmental quarters.

(b) The engagement of Officers for investigation work has to be matched with the tour diary and has to be certified by their respective Controlling Officers.

Note:-

(i) This allowance will be paid only to Officers who are physically staying in project area and engaged in the field for investigation work / hydel projects.

(ii) In the case of Hydel Allowance/Investigation Allowance/Project Allowance, an officer will be eligible for any one of them only.

20. I T ALLOWANCE FOR OFFICERS

Those Officers working in IT wing below the rank of Executive Engineer (Joint Director), who are actually engaged in programming and attending IT related works will be paid an amount of Rs.1000/-per month as I T Allowance. System Administrators will be paid an amount of Rs. 500/- per month as I T Allowance.

21. CONVEYANCE ALLOWANCE TO PHYSICALLY CHALLENGED OFFICERS OF THE BOARD

Physically challenged Officers of the Board will be paid at the rate of Rs.600/- per month as Conveyance Allowance.

22. EDUCATION ALLOWANCE TO PARENTS OF PHYSICALLY / MENTALLY CHALLENGED CHILDREN

This allowance shall be paid at the rate of Rs. 500/- per month to those employees whose physically / mentally challenged children are undergoing studies in special / general schools.

23. Payment of allowances to the Officers will be limited to any of the two allowances only at their choice in addition to DA, HRA, CCA, Medical Allowance and Educational Allowance to parents of physically / mentally challenged children. In isolated areas, officers shall be paid any of the three allowances at their choice in addition to DA, HRA and Medical Allowance. However, allowances payable annually, biennially or once in service will be exempted from the above restriction. A declaration from the Officers 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.

III. GENERAL

(1) The present system of granting time bound grade promotions to the officers on completion of 10, 18, 25 years of service will be continued for the time being.

(2) As per Board Order No 2075/2007(PSI/OPR/2007) dated 12.09.2007, the benefit of fixation of pay as contemplated under Rule 28A Part I, KSR will not be applicable to cases of promotion / appointment made for the post carrying the scale of pay, the minimum of which exceeds Rs 19095/-This limit will be revised to Rs 28710/- with effect from 01.07.2008. In such cases fixation will be under Rule 37 (a) but without the benefit of re-fixation.

(3) The amendment regarding 28A and 37(a) Part I, KSR will automatically be applicable as per Board Order issued in this respect.

(4) The Special Pay now being paid to Chairman and Full Time Members will be revised to Rs.2500/- per month.

(5) The Officers who had joined the service of the Board before 01.07.2003 will be allowed one more chance for submitting application for reckoning prior service rendered elsewhere up to 31.03.2011.

(6) Date of effect of various provisions

(a) Pay and Medical Allowance at revised rates will be paid from 01.07.2008.

(b) House Rent Allowance and City Compensatory Allowance at revised rates will be paid with effect from the date from which the revised rate is granted to State Government Employees.

(c) All other existing allowances will be paid at the revised rates wherever applicable, from 01.04.2011.

(7) Drawal of arrears

(a) Though the revision of Pay and certain allowances other than those specifically excluded are effective from 01.07.2008, the arrears from 01.07.2008 to 31.12.2010 will be credited to the respective GPF account of the officers concerned. The arrears from 01.01.2011 will be paid in cash. Income tax liable towards the arrears accrued for the period from 01.07.2008 to 31.03.2011 shall be recovered from the arrear and the balance only is credited to the GPF Account. If the Officer opts other wise, the entire amount of arrears shall be credited to the GPF Account.

(b) No withdrawals other than final withdrawal will be allowed from the arrears of pay and allowances credited to GPF account till 31.07.2013. The officers in whose cases it is not obligatory to maintain GPF account will be paid the entire arrears in cash.

(c) Those officers who have already retired from or relinquished service after 01.07.2008 will be paid the entire arrears in cash.

(d) Those officers who will be retiring from or relinquishing service on or before 31.07.2013 will also be paid the arrears in lump on their retirement/ relinquishment of service as the case may be.

(8) The duration of the Pay revision is fixed as 5 years from 01.07.2008.

The Chief Internal Auditor, KSE Board will issue necessary Audit Circular.

By Order of the Board
Sd/-
S Roopakala Jagath
Secretary

To

The Chief Internal Auditor

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 (I T)/Public Relations Officer / Deputy Secretary (Admn.)
The TA to Chairman/Member (Dist.)/Member (Trans. & Gen. Operation)
Member (Generation Projects)/The PA to Member (Fin.)/CA to Secretary
The Fair Copy Superintendent/Records Section/ Library/Stock File.

Forwarded by order
Sd/-
Senior Superintendent