

 	<p align="center"><b>KERALA STATE ELECTRICITY BOARD LIMITED</b></p> <p align="center"><i>(Incorporated under the Indian Companies Act, 1956)</i></p> <p>Reg. Office: Vydyuthi Bhavanam, Pattom, Thiruvananthapuram – 695 004, CIN :U40100KL2011SGC027424, website: www.kseb.in</p> <p align="center"><b>Corporate Office (Audit)</b></p> <p>5<sup>th</sup> Floor, Vydyuthi Bhavanam, Pattom, Thiruvananthapuram – 695 004, Phone No. : 0471-2514552, Fax : 0471-2448584 Email : cia@ksebnnet.com</p>
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No. CIA/Pension Audit/Audit Circular-1/2018/2021

Dated: 16.03.2021

## **AUDIT CIRCULAR**

Sub:- Pension-Revision of pension and allied benefits to the Pensioners/ Family Pensioners/PTC Pensioners/Ex-gratia Pensioners of Kerala State Electricity Board Ltd. -Guidelines issued – reg.

- Ref:- 1) BO (FM) No.3246/2010 (PS I/6806/2008) Dated 10.12.2010  
2) BO (FB) No.1313/2011 (PS I/ Gratuity / TVPM/2006) Dated 24.05.2011  
3) BO (FB) No.1152 (PS I/Gratuity /TVPM/2006) Dated 05.06.2012  
4) BO (FTD) No.746/2016 (PS I/3764/2015) TVPM Dated 03.03.2016  
5) BO (FTD) No.768 (PS I/Pension Revision/2016) Dated 04.03.2016  
6) BO D(F) No.2538/2016 (PS1/2081/2013) Dated 29.08.2016  
7) BO (FTD) No.901/2018(PS1(A)/1016/Gratuity) TVPM Dated 07.04.2018  
8) GO (P) No.30/2021/Fin./ Dated 12.02.2021  
9) Long Term Settlement Dated 15.02.2021 of Workmen.  
10) BO (DB) No.133/2021(PS1/2617/PR/2018) TVPM Dated 15.02.2021  
11) BO (FTD) No.151/2021(PS1/498/Pension Revision/2021) Dated 19.02.2021  
12) GO (P) No.35/2021/ Fin./ Dated 23.02.2021  
13) BO (FTD) No.171/2021(PS1/2617/PR/2018) TVPM Dated 26.02.2021  
14) BO (FTD) No.172/2021(PS1/498/Pension Revision/2021)TVPM Dated 26.02.2021

### **1. Introduction**

The Kerala State Board Limited vide B.O (FTD) No.172/2021 (PSI/498/Pension Revision/2021) TVPM Dated 26.02.2021 (Annexure I) has revised the rates of Pension and other related benefits to the Pensioners/Family pensioners /PTC Pensioners/Ex-gratia Pensioners of the Kerala State Electricity Board Ltd based on the Government Order as referred 8th &12th above.

The following instructions/guidelines are issued for revision of pensionary benefits to the Pensioners/Family Pensioners/PTC Pensioners/Ex-gratia Pensioners of the KSEB Ltd. in accordance with the provisions of the Board Order referred as paper 14th above.

### **2. Date of Effect**

The revision of Pension/Family Pension and allied benefits will have effect from 1.7.2018 and 1.8.2018 for officers and workmen respectively, unless otherwise specified in this circular.

### **3. SERVICE PENSION – Minimum and Maximum (Part I)**

- 3.1 The present system of computation of pension at 50% of the last ten months average emolument, subject to the satisfaction of conditions for earning full pension or part thereof (depending on the length of Qualifying Service) will continue.
- 3.2 In the case of officers who retired from service on or after 01.07.2018 and workmen who retired from service on or after 01.08.2018, and whose pre-revised pay forms part of average emoluments for pension, their pay in the pre-revised scale shall be enhanced notionally by adding Dearness Allowance at 30%. In the case of those having the eligibility of full pension, and if the pension calculated at the time of retirement is less than 50% of the revised scale of pay from which they retired, 50% of the minimum of the revised scale of pay (Minimum Assured Pension) will be ensured. For those who are not eligible for full pension, the proportion of full pension based on the length of qualifying service shall be ensured. The above provision is applicable in respect of whom pre-revised pay forms part of average emoluments consequent on availing LWA up to four months during the last ten months of service except those who avail LWA under Appendix XII A, XII B and XII C.
- 3.3 **Minimum and Maximum Ceiling of Service Pension after Pay Revision / Pension Revision**

The minimum and maximum Service pension will be enhanced based on the revised pay/pension as follows.

	<b>Existing Pension per month ₹</b>	<b>Revised Pension per month ₹</b>	<b>Date of effect</b>
<b>(i) <u>For officers</u></b>			
Minimum	8,500	12,200	01.07.2018
Maximum	58,040	83,200	01.07.2018
<b>(ii) <u>For Workmen</u></b>			
Minimum	8,500	12,200	01.08.2018
Maximum	58,040	83,200	01.08.2018

### **4 Family Pension – Minimum and Maximum**

- 4.1 The normal rate of Family Pension will continue as 30% of last pay.
- 4.2 Family Pension will be calculated based on the provisions contained in Part III KSR.
- 4.3 The minimum and maximum family pension will be enhanced based on the revised pay/Family Pension as follows:

	<b>Existing Pension per month ₹</b>	<b>Revised Pension per month ₹</b>	<b>Date of effect</b>
<b>(i) For officers</b>			
Minimum	8,500	12,200	01.07.2018
Maximum	34,825	49,920	01.07.2018
<b>(ii) For workmen</b>			
Minimum	8,500	12,200	01.08.2018
Maximum	34,825	49,920	01.08.2018

**5. REVISION OF PENSION/FAMILY PENSION IN RESPECT OF OFFICERS WHO RETIRED/EXPIRED WHILE IN SERVICE ON OR AFTER 01.07.2018 AND WORKMEN WHO RETIRED/EXPIRED WHILE IN SERVICE ON OR AFTER 01.08.2018.**

- 5.1 Pension/Family Pension will be calculated with reference to the revised pay introduced with effect from 01.07.2018/01.08.2018 to Officers/Workmen (as the case may be) as per Board Order referred as paper 13th above.
- 5.2 Dearness Relief on the revised Pension/Family Pension is admissible at the rate as shown below.

<b>Sl. No</b>	<b>Date of Effect</b>	<b>Percentage of increase in DR</b>	<b>Total DR applicable (Percentage)</b>
1	01.01.2019	3	3
2	01.07.2019	4	7
3	01.01.2020	4	11
4	01.07.2020	3	14

The payment of Dearness Relief from the date indicated above, will be made after adjusting excess of Dearness Relief, if any, already sanctioned and paid on pre-revised Pension/Family Pension.

- 5.3 In the case of officers who retired from service on or after 01.07.2018 and workmen who retired from service on or after 01.08.2018, and whose pre-revised pay forms part of average emoluments for pension, their pay in the pre-revised scale shall be enhanced notionally by adding Dearness Allowance at 30%. In the case of those having the eligibility of full pension, and if the pension calculated at the time of retirement is less than 50% of the revised scale of pay from which they retired, 50% of the minimum of the revised scale ( Minimum Assured Pension)will be ensured. For those who are not eligible for full pension, the proportion of full pension based on the length of qualifying service shall be ensured. The above provision is applicable

in respect of whom pre-revised pay forms part of average emoluments consequent on availing LWA upto four months during the last ten months of service except those who avail LWA under Appendix XII A, XII B & XII C.

- 5.4 The Special pay sanctioned to various posts in lieu of higher time scale shall be counted for calculating pension.
- 5.5 In order to revise the pensionary benefits of the employees who retain pre-revised scale of pay and retired/expired while in service on or after 01.07.2018/ 01.08.2018 (Officers/Workmen), their pay shall be revised as per the B.O referred as 13<sup>th</sup> above and their pensionary benefits shall be revised accordingly.
- 5.6 The Terminal Earned Leave Surrender shall be calculated based on revised salary fixed as per BO. referred as 13th above.

**6. REVISION OF PENSION IN RESPECT OF OFFICERS WHO RETIRED/EXPIRED PRIOR TO 01.07.2018 AND WORKMEN WHO RETIRED/EXPIRED WHILE IN SERVICE PRIOR TO 01.08.2018**

**6.1 Date of effect**

Pension in respect of officers who retired/expired while in service prior to 01.07.2018 and workmen who retired/expired while in service prior to 01.08.2018 shall be revised with effect from 01.07.2018 and 01.08.2018 respectively based on the following:-

- 6.2(a) Consolidated Pension- Existing Basic Pension as on 30.06.2018/31.07.2018 will be multiplied by 1.4 and rounded to the next ten rupees for arriving new basic pension.
- Personal Allowance if any received shall be included in the Existing Basic Pension.*
- (b) Minimum Assured Pension – 50% of minimum of the corresponding revised scale of the post from which the pensioner retired **X** Qualifying Service/30.
- (c) The consolidated pension or Minimum Assured Pension arrived in either para 6.2(a) or 6.2(b), whichever is beneficial, will be the revised Basic Pension.
- 6.3. If, in any case, the Revised pension (para 6.2(c)) so arrived at is less than the revised minimum pension ie: Rs.12,200/-, it shall be stepped up to the level of the revised minimum pension.
- 6.4. While fixing pension as per Para 6.2(c) above, if any drop occurs to any pensioner on the total amount ( Basic pension+ DR 30%) he has been drawing before revision of pension, such drop shall not be recovered and shall be protected as personal allowance from time to time till the drop vanishes. DR shall be given to such personal allowance. No protection will be allowed if the pension drawn in excess is consequent on erroneous fixation.

- 6.5. However, those who were sanctioned minimum pension as per special orders of KSEB Ltd., pension shall be fixed at minimum i.e, Rs.12,200/-. The provision contained in para 6.2(a) to 6.2(c) will not apply to such pensioners.
- 6.6 In respect of those who are in receipt of Compassionate Allowance, consolidation contemplated in para 6.2(a) is only applicable.
- 6.7 If the post held by the pensioner at the time of retirement/death while in service is no longer in existence in the Kerala State Electricity Board Ltd., or if the category to which the pensioner belonged have moved over to other scales of pay after his retirement/death while in service or if the designation of the post has changed in such a way that it is no longer possible to ascertain as to which is the revised scale corresponding to the post from which the employee retired/expired while in service, the revised Basic Pension will be fixed based on the corresponding scale of pay over successive pay revisions , as indicated in Schedule I attached to the BO as referred 14<sup>th</sup> above.
- 6.8 Revised pension as worked out under para 6 is not commutable.

**7. REVISION OF FAMILY PENSION IN RESPECT OF OFFICERS WHO RETIRED / EXPIRED WHILE IN SERVICE PRIOR TO 01.07.2018 AND WORKMEN WHO RETIRED / EXPIRED WHILE IN SERVICE PRIOR TO 01.08.2018.**

**7.1 Date of Effect**

Family Pension in respect of officers who retired/expired while in service prior to 01.07.2018 and workmen who retired/expired while in service prior to 01.08.2018 shall be revised with effect from 01.07.2018 and 01.08.2018 respectively based on the following:-

- 7.2(a) Consolidated Family Pension-Existing Basic Family Pension as on 30.06.2018 / 31.07.2018 will be multiplied by 1.4 and rounded to the next ten rupees for arriving new family pension.
- (b) Minimum Assured Family Pension – 30% of minimum of the corresponding revised scale of the post from which the pensioner retired/expired.
- (c) The consolidated family pension or Minimum Assured Family Pension arrived in either para 7.2(a) or 7.2(b), whichever is beneficial, will be the revised Basic Family Pension.
- 7.3 If, in any case, the Revised Family Pension(para 7.2(c) so arrived at is less than the minimum family pension of Rs.12,200/-, it shall be stepped up to the level of the revised minimum Family Pension.

- 7.4 However, those who were sanctioned minimum Family Pension as per special orders of KSEB Ltd., Family Pension shall be fixed at minimum i.e, Rs.12,200/-. The provision contained in para 7.2(a) to 7.2(c) will not apply to such family pensioners.
- 7.5 The revision as above is applicable to both normal and higher rates of Family Pension.
- 7.6 In the case of those drawing Family Pension at the minimum rate and the required details are not available for revised calculation, it will be fixed at the minimum Family Pension viz., Rs. 12,200/- per month.

**7.7 Dearness Relief**

Family Pensioners are eligible for Dearness Relief (DR) at the rate as shown in para 5.2.

**8. Gratuity**

- 8.1 Gratuity shall be paid as per the provisions of the Payment of Gratuity Act, 1972 subject to a maximum amount of Rs. 20, 00,000/-.( Rupees Twenty Lakh Only).
- 8.2 The maximum limit enhanced to Rs.20,00,000 w.e.f 29.03.2018 vide BO referred as 7<sup>th</sup> above.
- 8.3 The continuous service rendered in K.S.E.Board Ltd. alone will be eligible for reckoning gratuity as per the Payment of Gratuity Act, 1972.

**9. Commutation of Pension and restoration of Commuted Portion of Pension**

- 9.1 The existing rate of 40% of the Basic pension for commutation of pension will be continued.
- 9.2 The existing rate of commutation of pension based on the revised pay implemented vide Board Order referred as 13<sup>th</sup> above shall be applicable in the case of retirement on or after 01.04.2021 only.
- 9.3 The existing commutation factor and period of restoration shall be continued.
- 9.4 Commuted portion shall be restored after 12 years from the date of commutation, as it exists now where commutation is done at retirement at the age of 56. In other cases, the term for restoration will be determined with reference to the commutation factor (rounded to higher) adopted in each case as at present. Commuted portion shall be recovered from the next month of payment of commuted value.

**10. Medical Allowance to Pensioners and Family Pensioners**

Medical allowance now being paid to the pensioners/family pensioners at the rate of Rs.300/- per month shall be revised to Rs.500/- per month w.e.f 01.04.2021. The pensioners drawing both Service Pension and Family Pension will not be permitted to draw more than one Medical Allowance in a month.

## **11. EX-GRATIA PENSION/EX-GRATIA FAMILY PENSION (Part II)**

11.1 Ex-gratia pension is revised with effect from 1.7.2018/1.8.2018 as follows:

<b>Completed years of qualifying service</b>	<b>Ex-Gratia Pension (₹ Per month)</b>		<b>Ex Gratia Family Pension (₹ Per month)</b>	
	<b>Existing</b>	<b>Revised</b>	<b>Existing</b>	<b>Revised</b>
9 years	7,650	10,700	2,295	3,250
8 years	6,800	9,500	2,040	2,900
7 years	5,950	8,350	1,785	2,500
6 years	5,100	7,150	1,530	2,150
5 years	4,250	5,950	1,275	1,800
4 years	3,400	4,750	1,020	1,450
3 years & below	2,550	3,600	765	1,100

11.2 The above rates are applicable to all Ex-gratia pensioners / Ex-gratia Family pensioners as the case may be, irrespective of their date of retirement.

11.3 Ex-gratia Family Pension shall be paid to the spouse of the Ex-gratia Pensioner only upto the date of re-marriage or death whichever is earlier.

11.4 Ex-gratia pensioners and Ex-gratia Family Pensioners are entitled to DR as per Para 5.2.

## **PART TIME CONTINGENT PENSIONERS (Part III)**

### **12. Date of Effect**

12.1.a) Service Pension and Family Pension will be calculated based on the provisions contained in Part III KSR.

12.1.b) The Revision of pension / family pension and allied benefits will have effect from 01.08.2018.

### **12.2. Revision of Service Pension/Family Pension in respect of Part time Contingent Employees who retired/expired on or after 01.08.2018**

12.2.1. In respect of PTC employees retired/expired while in service on or after 01.08.2018, the pensionary benefits will be calculated with reference to the revised pay scale introduced with effect from 01.08.2018 as per BO referred 14<sup>th</sup> paper above.

- 12.2.2. The present system of computation of pension, at 50% of the last ten months average emolument, subject to the satisfaction of the condition of earning full pension or part there of (depending on the length of qualifying service) will continue. The normal rate of Family Pension will continue as 30% of last pay.
- 12.2.3. In the case of PTC employees who retired from service on or after 01.08.2018 and whose pre-revised pay forms part of average emoluments for pension, their pay in the pre- revised scale of pay shall be enhanced notionally by adding DA at 30%. In the case of those who has eligibility of full pension, and if the pension calculated at the time of retirement is less than 50% of the revised scale of pay from which they retired, 50% of the minimum of the revised scale of pay (Minimum Assured Pension) will be ensured. For those who are not eligible for full pension, the proportion of full pension based on the length of the qualifying service shall be ensured.
- 12.2.4. In order to revise the pensionary benefits of the employees who retain pre-revised scale of pay and retired/ expired while in service on or after 01.08.2018, their pay shall be revised as per the B.O referred 13<sup>th</sup> paper above and the pensionary benefits shall be revised as per BO referred 14<sup>th</sup> above.
- 12.2.5. The Terminal Earned Leave Surrender shall be calculated based on the revised wages.

### **12.3. Minimum and Maximum Pension/Family Pension**

<b>Part Time Contingent</b>	<b>Existing Pension Rs.</b>	<b>Revised Pension Rs.</b>
<b>Service Pensioners</b>		
Minimum	4,400	6,100
Maximum	10,113	14,360
<b>Family Pensioners</b>		
Minimum	2,550	3,660
Maximum	6,068	8,616

DR will be paid at the rate shown in Para 5.2.

### **12.4. Revision of Service Pension in respect of Part Time Contingent Employees who retired/expired while in service prior to 01.08.2018.**

- 12.4.1 Pension in respect of PTC employees retired/expired while in service prior to 01.08.2018 shall be revised in accordance with the principles as laid down below: -



12.4.2 (a) Consolidated Pension- Existing Basic Pension (as on 31.07.2018) will be multiplied by 1.4 and rounded to the next 10 rupees to arrive new basic pension.

*Personal Allowance if any shall be included in the existing basic pension.*

(b) Minimum Assured Pension- 50% of minimum of the corresponding revised scale of the post from which the pensioner retired ~~X~~ Qualifying Service/30.

(c) The consolidated pension or Minimum Assured Pension arrived in either Para 12.4.2 (a) or 12.4.2. (b) whichever is beneficial, will be the revised basic pension.

12.4.3 If, in any case, the revised pension (Para 12.4.2(c)) so arrived at is less than the minimum pension of Rs.6,100/-, it shall be enhanced to the level of the revised minimum pension.

12.4.4 While fixing pension as per Para 12.4.2(c) above, if any drop occurs to any pensioner on the total amount (Basic Pension+DR 30%) he has been drawing before revision, such drop shall not be recovered and shall be protected as personal allowance from time to time till the drop vanishes. DR shall be given to such personal allowance. No protection will be allowed if the pension drawn in excess is consequent on erroneous fixation.

12.4.5 However, those who were sanctioned minimum pension as per special orders of KSEB Limited, pension shall be fixed as minimum pension ie; Rs. 6,100/-. The provisions contained in Para 12.4.2(a) to (c) will not be applicable to such pensioners.

## **12.5. Revision of Family Pension in respect of Part Time Contingent Employees who retired/expired while in service prior to 01.08.2018.**

12.5.1 Family Pension in respect of PTC employees who retired/expired while in service prior to 01.08.2018 will be revised from 01.08.2018 in accordance with the principles as laid down below:-

12.5.2 (a) Consolidated Family Pension- Existing Basic Family Pension (as on 31.07.2018) will be multiplied by 1.4 and rounded to the next 10 rupees to arrive new basic pension.

(b) Minimum Assured Pension- 30% of minimum of the corresponding revised scale of the post from which the pensioner retired/expired.

(c) The consolidated Family Pension or Minimum Assured Family Pension arrived in either Para 12. 5.2 (a) or 12.5.2(b) whichever is beneficial, will be the revised family pension.

- 12.5.3 If, in any case, the revised family pension (Para 12. 5.2 (c)) so arrived at is less than the Minimum Family Pension of Rs.3,660/-, it shall be enhanced to the level of the Revised Minimum Family Pension.
- 12.5.4 However, those who were sanctioned Minimum Family Pension as per special orders of KSEB Limited, family pension shall be fixed as Minimum Family Pension ie; Rs. 3,660/-.
- 12.5.5 The revision as above is applicable to both normal and higher rates of family pension.

## **12.6 Gratuity**

- 12.6.1 Gratuity will be paid as per the provisions in the Payment of Gratuity Act, 1972.
- 12.6.2 Maximum amount of Gratuity enhanced to Rs. 20,00,000/- with effect from 29.03.2018.
- 12.6.3 The continuous service in K.S.E. Board Ltd. alone will be eligible for reckoning gratuity as per the Payment of Gratuity Act, 1972.

## **12.7. Dearness Relief**

The Dearness relief will be paid to PTC Pensioners at the same rate as mentioned in Para 5.2 and 5.2(a) above.

## **12.8. Medical Allowance**

Medical Allowance to pensioners and Family Pensioners shall be enhanced to Rs. 300/- per month with effect from 01.04.2021.

## **12.9. Commutation**

The PTC Pensioners are not eligible for commutation.

## **GENERAL CONDITIONS (PART IV)**

## **13. Special Care Allowance**

- 13.1 Special Care allowance @ Rs.1,000/- per month shall be granted to the service pensioners/Family Pensioners/PTC Pensioners/PTC Family Pensioners/ Ex-Gratia Pensioners/Ex-Gratia Family Pensioners on completion of 80 years of age with effect from 01.04.2021.
- 13.2 A pensioner who completed 80 years of age on any date after 01.04.2021 will become eligible to get the Special Care Allowance from the succeeding month.

Eg: A pensioner born on 24.07.1941 completes 80 years on 23.07.2021. He shall be eligible for this allowance from August 2021 onwards.

13.3 No Dearness Relief is admissible for Special Care Allowance.

#### **14. Payment of Arrears of Pension**

14.1 Arrears of Pension due to all Pensioners as per present Pension revision from 01.07.2018/01.08.2018 to 31.03.2021 may be disbursed in the following manner:-

- a) Those who attain 80 years of age on or before 01.04.2021 may be disbursed in lump during June 2021.
- b) In all other cases, arrears may be disbursed in three equal consecutive half yearly installments beginning from July 2021.

14.2 The revised pension/family pension will be granted in cash from 01.04.2021

#### **15. Authorization of Revised Pensionary Claims**

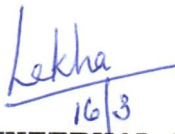
15.1 Revision of pension in respect of all pensioners retired prior to 01.07.2018 or 01.08.2018 (Service Pensioners, Family Pensioners, Ex-Gratia Pensioners, PTC Pensioners) will be done at concerned ARU.

15.2 Pensioners retired prior to 01.07.2018/01.08.2018 shall submit application for revision (Appendix I of BO referred as 14th paper ) to the concerned Head of ARU(Account Rendering Unit) from where they are drawing pension or family pension.

15.3 In case of pensioners retired on or after 01.07.2018/01.08.2018, pension revision shall be done at the office of the Accounts Officer (Pension Sanction), Vidyuthi Bhavanam, Thiruvananthapuram based on the revised pay scale introduced with effect from 01.07.2018/01.08.2018 as per BO dated 15.02.2021. The Accounts Officer (Pension Authorization) shall take necessary steps to return the Service Books of the above Pensioners to the concerned office from where the pensioner retired , for the fixation of their pay in the revised scale.

15.4 After fixation of the pay in the revised scale , pay fixation statement, revised LPC, application for revision of pension in Appendix I of BO Referred as 14<sup>th</sup> paper, declaration as attached herewith may be forwarded to the Accounts Officer (Pension Sanction), Office of the Chief Engineer (HRM), Vidyuthi Bhavanam, Thiruvananthapuram along with Service Book for sanctioning revised pension. In all cases, after sanctioning and authorizing for payment of revised pension or family pension, the Accounts Officer (Pension Authorisation), shall get the same post-audited from the Accounts Officer (Pension Audit), O/o the Chief Internal Auditor, Vidyuthi Bhavanam, Pattom, Thiruvananthapuram.

- 16** The arrears of pension revision shall be accounted in the Account Head 83 -517 in the pension module of SARAS in respect of the Master Trust.
- 17** Excess payment, if any, made on account of pensionary benefits, Dearness Relief, payment made on account of gratuity as per the Payment of Gratuity Act 1972 shall be recovered from eligible arrears accrued as per the BO referred as 14 th paper and also arrears of future revision of Dearness Relief on Pension/ Family Pension without fail. All pensioners must submit declaration attached herewith to this effect.
- 18.** Revision of pension of all pensioners will be permitted only through HRIS package. The CE (IT) will take necessary steps to provide module in the HRIS Package at the earliest.
- 19.** Clarification, if any, required related to the provisions contained in the Pension Revision Orders shall be sought from the O/o the Accounts Officer (Pension Audit), Vydyuthi Bhavanam, Pattom, Thiruvananthapuram, Pin-695 004, Contact No.0471-2514552.

  
16/3  
**CHIEF INTERNAL AUDITOR.**

Acc:

1. Annexure I- BO dated 26.02.2021
2. Annexure II- BO dated 10.12.2010
3. Declaration to be submitted by all Pensioners/Family Pensioners
4. Illustrations 1-14

To

The Secretary (Administration), KSE Board Ltd.  
The Chief Engineer (HRM), KSE Board Ltd.  
The Financial Adviser, KSE Board Ltd.  
All Chief Engineers (Ele.) & (Civil)/ Chief Personnel Officer  
IG of Police (V & S)/ LA & DEO/ Special Officer (Revenue)  
Deputy Secretary (Admn.) & (Law)/PRO  
All Deputy Chief Engineers  
All Regional Audit Officers  
All Executive Engineers of (Ele.) & (Civil)  
AG (Audit), Kerala  
All Account Rendering Units  
The General Secretaries of Recognized Trade Unions.

Copy to :-

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The TA to Director (Distribution, IT & HRM) / TA to Director (Generation - Civil).  
The TA to Director (Transmission & System Operation).  
The TA to Director (Corporate Planning, REES & Sowra).  
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