



## KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Indian Companies Act, 1956)

CIN:U40100KL2011SGC027424

Office of the Chief Personnel Officer, Personnel Department,  
Vydyuthi Bhavanam, Pattom, Thiruvananthapuram, Kerala-695 004

Phone No.0471 2514472, 2514527, 2514455 FAX No.0471 2514472

Web: www.kseb.in e-mail:pokseb@gmail.com

No. PS I (b)/General/2017

Dated: 31.03.2017

From

The Chief Personnel Officer

To

The General Secretary

KSEB Workers Association (CITU)

United Democratic Electricity Employees Front

Kerala Electricity Workers Federation (AITUC)

All Associations of Officers.

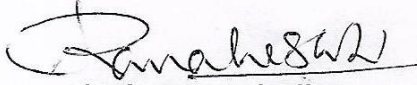
Sir,



Sub: Corporate Salary Package - Agreement - Regarding.

Ref: Corporate Salary Package Agreement under cover of letter No. Fin 1/Corporate Salary/SBT/2016-17 dated 29.03.2017 of the FA, KSEB Limited.

As agreed in the meetings of recognised Trade Unions and Associations of Officers convened in this regard, the Board has entered into agreement with the SBT authorities enabling smooth disbursement of salary of employees of KSEB Limited through the Saving Bank account. A copy of the agreement with details of the Package is enclosed for reference.

Yours faithfully

  
Chief Personnel Officer

  
  
31/03





കേരളം കേരल KERALA

BL 682808

CORPORATE SALARY PACKAGE AGREEMENT

THIS AGREEMENT is executed at Thiruvananthapuram on this the thirteenth <sup>23</sup> day of March, 2017

BETWEEN

The State Bank of Travancore, a body corporate constituted under State Bank of India (Subsidiary Banks) Act 1959, having its Head Office at Poojappura, Thiruvananthapuram represented by Assistant General Manager, KSEB Administrative complex branch (hereinafter referred to as 'the Bank') which expression shall mean and include its successors and assigns on the one part

AND

The Kerala State Electricity Board Limited, a company incorporated under Indian Companies Act 1956 having its registered office at Vidyuthi Bhavanam, Pattom P O, Thiruvananthapuram represented by Financial Adviser KSEBL (hereinafter referred to as "KSEB" or "KSEBL") which expression shall mean and include its successors and assigns on the other part

For State Bank of Travancore

Assistant General Manager  
KSEB Administrative Complex Branch  
Poojappura, Thiruvananthapuram

For KERALA STATE ELECTRICITY BOARD LTD.

Authorised Signatory  
FINANCIAL ADVISER  
KERALA STATE ELECTRICITY BOARD LTD.

No. 47934

ACIM, SBT  
KSEB. b

20.03.17

KILYALLOON MANI  
PALAYAM VENDOR  
India Institute of Commerce Bldg  
University P.O, Trivandrum-3

08 MAR 2017





के००७० केरल KERALA

BL 682809

WHEREAS

This agreement is entered into by both the parties for the smooth implementation of the system of disbursement of salaries of KSEBL Officers/employees through the Savings Bank account with the Bank

And the KSEBL is desirous of availing the services to operationalise through the Bank, and the Bank is agreeable to provide the above services to the KSEBL on the terms and conditions stipulated hereunder

NOW IN CONSIDERATION OF THE ABOVE, the parties hereby agree, undertake and declare as follows

1. The arrangement/Scheme for salary distribution of the KSEBL employees shall be made through the KSEB Administrative Complex branch of the Bank (which will be designated as the nodal branch).
2. The employees of the KSEBL shall open and maintain a Savings Bank account each with the Bank, as per the norms prescribed by the Bank.

For State Bank of Travancore

Assistant General Manager  
K.S.E.B. Admin. Complex Branch  
Palayam, Thiruvananthapuram

For KERALA STATE ELECTRICITY BOARD LTD.

*R. R. R.*

Authorized Signatory

FINANCIAL ADVISER  
KERALA STATE ELECTRICITY BOARD LTD.

No: 42935  
A.C.M. S.T.

12.10.2013

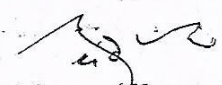
KILIYALLOO MAAM  
PALAYAM VENDOR

08 MAR 2017



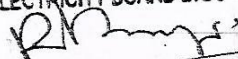
3. KSEBL shall provide the funds for distribution of monthly salary to its employees in account Number 57065480046 of Financial Advisor, KSEB at KSEB Administrative Complex Branch along with the list containing the Account Numbers and the amounts to be credited to the account of each Account Rendering Units of KSEBL all over the State. Each Account Rendering Unit shall provide the list of amounts to be credited to each employee to the concerned Branch of the Bank where the Account Rendering Unit maintains the disbursement account as per the format provided by the Bank (both in Soft and Hard copy duly authenticated) . The salary of the employees of the Head Office will be credited by KSEB Administrative Complex Branch as per the list furnished by KSEB Ltd as per the format provided by the Bank (both in soft and Hard copy). Any modification to the arrangement can be made as per the mutual agreement between the parties.
4. KSEBL shall ensure the correctness of the data provided in the list containing account numbers and the amounts to be credited to the account of each of the employee/constituent.
5. The Bank undertakes to provide all the facilities provided in Annexure A, subject to bank's policies and RBI guidelines issued from time to time. Any modification in the Bank's policies and terms and conditions made available in Bank's website shall constitute due notice to KSEBL and its constituents and it shall not be necessary to modify this agreement on account of change in Bank's policies and terms and conditions in relation to any of the facilities offered to the employees of KSEBL who maintain their salary accounts with the Bank.
6. Every employee has the right to opt out of the scheme/arrangement after settling the loan facilities if any availed in accordance with the scheme as mentioned in Annexure A.
7. KSEBL will inform the Bank immediately on termination/death/retirement of any its employee.
8. If monthly salary is not credited to the account for a continuous period of 6 months, the bank reserves the right to change the status of the Salary account to ordinary savings account for which charges shall be levied as applicable.
9. This agreement may be terminated at any time by either party giving the other three months prior notice in writing and without affecting the interest of either party. KSEBL shall continue to route the salary of the employees who avail loan facilities mentioned in Annexure A despite effecting any modification/ termination of the agreement since maintenance of salary account with the bank is a precondition for the loan.

For State Bank of Travancore

  
Assistant General Manager  
K.S.E.B. Admin. Complex Branch  
P.O. Box, Thiruvananthapuram

3

~~For KERALA STATE ELECTRICITY BOARD LTD.~~



Authorised Signatory

FINANCIAL ADVISER  
~~KERALA STATE ELECTRICITY BOARD LTD.~~

10. The agreement shall be subject to the exclusive jurisdiction of the courts at Thiruvananthapuram. In the event of death/retirement/termination of service of the employees who have availed loan, KSEBL shall intimate the Bank and also shall route the terminal benefits through the Bank for discharge of liabilities of the employee to the Bank. KSEBL shall obtain necessary mandate from the employees for crediting the terminal benefit to their account with the Bank.
11. This agreement does not in any way affect the right of KSEBL or the Bank to enter into similar type of agreement with other banks or other organizations in India or abroad offering similar facilities.
12. This agreement shall be executed in duplicate and a copy maintained by either parties.

IN WITNESS WHEREOF the parties hereto have hereunto set and subscribed their respective hands and seal at the day, month, and year first hereinabove written.

SIGNED, SEALED AND DELIVERED BY

The within named State Bank of Travancore through its Authorised Signatory

Sri. SADASIVAN T.V., AGM

**For State Bank of Travancore**

In the presence of

1. V.I.J.I. T., Manager  
SBT, KSEB, Pattom Br.
2. Dhanyamol K.G., AM (ACCTS)  
SBT KSEB, Pattom Br.

Assistant General Manager  
K.S.E.B. Admin. Complex Branch  
Pattom, Thiruvananthapuram

SIGNED, SEALED AND DELIVERED BY

The within named 'KSEBL' through its Authorised Signatory

Sri. BIJU R., FINANCIAL ADVISER

**For KERALA STATE ELECTRICITY BOARD LTD.**

**Authorised Signatory**

**FINANCIAL ADVISER**  
**KERALA STATE ELECTRICITY BOARD LTD.**

In the presence of:

1. SWAMY VARKEY, SENIOR FINANCE OFFICER
2. CHARLES D. ROZARIO, FINANCE OFFICER  
O/o FA, KSEBL.



## KSEB SALARY PACKAGE


Sl. No.	Features	KSEB Salary Package
1	Eligibility	All employees of KSEB, no ceiling on minimum salary
2	Minimum Balance	Nil
3	ATM cum Debit Card	Free Platinum Card No Annual Maintenance Charges
4	Transactions at State Bank Group ATM	Any number of transactions subject to a maximum limit of ₹1,00,000/- for domestic and \$ 1.000 per day for International Card. Platinum Card will be issued.
5	Transactions at other Bank ATMs	In Metro-3 transactions (financial & non-financial) Other centers – 5 transaction (financial & non-financial) in Savings account per month with a maximum cash withdrawal of ₹10,000/- at one time.
6	Credit Card	Arranged from SBI cards subject to conditions
7	Internal Banking	Free funds transfer, inclusive of third party transfer upto ₹5.00 lakh per day. Free payment of utility bills. Payment Gateway charges applicable to third party sites like Railways etc.
8	Welcome Kit	Welcome Kit with non-personalized ATM card and non-personalised cheque book. The customer can also collect an internet kit comprising user id and password.
9	Cheque facility	One cheque book of 20 leaves per month free.
10	Anywhere Banking	Maximum limit for transfer transaction per day is ₹10.00 lakh. All deposit and withdrawal transactions free at home branch. At Non-home branch cash deposit allowed at applicable rates. Cash withdrawal restricted upto ₹50,000/- for self. Non cash payment to third party.
11	Easy Overdraft upto 2 months salary	Easy Overdraft upto two month's net salary. (Subject to minimum residual service of 6 months) OD will be with reducing drawing power on EMI basis to be closed within 6 months. Rate of interest: 2.85% above 6 months MCLR.
12	Optional Account Statement in Lieu of Passbook.	Free monthly e-statement. If customer chooses to have passbook, the same will be provided.
13	POS Transactions per day subject to availability of balance in the account.	Without any maximum limit.
14	RTGS/NEFT	Charges waived for transactions originated through any channel.

For KERALA STATE ELECTRICITY BOARD LTD.

  
Authorised Signatory

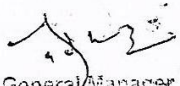
FINANCIAL ADVISER  
KERALA STATE ELECTRICITY BOARD LTD.

For State Bank of Travancore

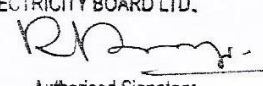
  
Manager

15	Mobile Banking	Free
16	SMS alert	Waived
17	Auto sweep facility	Auto sweep of ₹10,000/- with a threshold limit of ₹5000/- in the savings account. TDR/STDR to be created for a minimum amount of ₹10,000/- and in multiples of ₹1000/- thereafter, between 15 <sup>th</sup> to 20 <sup>th</sup> of every month.
18	Demand facility	Demat (3 in 1) facility available Account opening charges waived.
19	Preferential allotment of lockers	Priority allotment of lockers
20	Concessions in Housing Loans	Interest will be charged at one year MCLR for any amount. Waiver of processing charges.
21	Concessions in Car Loans	Interest rate will be charged at one year MCLR Waiver of processing charges.
22	Concessions in other personal loans	Interest rate @ 2.50% above one year MCRL. Processing charges waived.
23	Personal Accident Insurance	Personal Accident Insurance cover of ₹4.00 lakh, on accidental death at free cost.
24	Product Code	1028-1421

For State Bank of Travancore

  
Assistant General Manager  
K.S.B. Admin. Complex Branch  
Palam, Thiruvananthapuram

For KERALA STATE ELECTRICITY BOARD LTD.

  
Authorised Signatory  
FINANCIAL ADVISER  
KERALA STATE ELECTRICITY BOARD LTD.





(Incorporated under the Indian Companies Act, 1956)  
Registered Office : Vidyuthi Bhavanam, Pattom,  
Thiruvananthapuram – 695 004, Kerala  
FAX: 0471 - 2514244. TELEPHONE: (OFF.) 2445807, 2445261  
E-Mail: [faksebddata@dataone.in](mailto:faksebddata@dataone.in) , [fakseb@gmail.com](mailto:fakseb@gmail.com)  
Website: [www.kseb.in](http://www.kseb.in). CIN: U40100KL2011SGC027424

### Abstract

Corporate Salary Package of SBT – Agreement – Sanctioned – Orders issued.

### **CORPORATE OFFICE (FINANCE WING)**

B.O. (FTD) No.690/2017/Fin.1/Corporate Salary/SBT/ 2016-17 TVPM, Dated: 17/03/2017

Read: 1) Note No.Fin.1/Corporate Salary/SBT/2016-17 dated 10.03.2017.

### ORDER

State Bank of Travancore has submitted a Corporate Salary Package for the disbursement of salary to the employees of KSEBL. Though the salary of the employees are at present being credited to savings bank accounts of the employees a salary package detailing the terms and conditions constituting an agreement has not been entered into.

2) The salient features of the Corporate Salary Package are:

- (1) Auto sweep of ₹10,000/- with a threshold limit of ₹5000/- in the savings account. TDR/STDR to created for a minimum amount of ₹10,000/- and in multiples of ₹1000/- thereafter, between 15<sup>th</sup> and 20<sup>th</sup> of every month.
- (2) Overdraft upto 2 months net salary at interest rate of 2.85% above MCLR.
- (3) Car loan at interest rate of one year MCLR. Processing charges waived.
- (4) Personal loan at interest rate of 2.50% above one year MCLR. Processing charges waived.
- (5) Housing loan at one year MCLR. Processing charges waived.
- (6) Priority allotment of locker.
- (7) Free personal accident insurance cover of ₹4 lakh on accidental death.

3) The draft agreement has been legally vetted by Senior Law Officer In-charge of Legal Adviser & Disciplinary Enquiry Officer.

4) The Corporate Salary Package was circulated to all recognised trade unions and association of officers and meeting of the Unions with SBT Officials was jointly convened by the Chief Personnel Officer and the Financial Adviser.

5) The package was generally accepted by the participants. The recognised trade unions/ association of officers requested that both KSEB Ltd and SBT may publicise the scheme among all the employees of KSEB Ltd. suitably so that awareness about the scheme reaches all employees



has taken the following decisions.

1. The draft agreement on corporate salary package offered by SBT is accepted with a condition that any employee can opt out of the corporate salary package scheme after settling the loans, if any, availed from SBT in accordance with the scheme.
2. The Financial Adviser is hereby authorised to execute the corporate salary agreement with State Bank of Travancore.
3. The Chief Personnel Officer is hereby authorised to publicise the scheme among the employees of KSEB Ltd.

By Order of the Full Time Director

Sd/-

**Rajthilakan. M.G**

Secretary (Administration)

**The Financial Adviser, K.S.E. Board Ltd.**

Copy to:

The Chief Internal Auditor.

TA to Chairman & Managing Director / Director (Distribution & Safety) / Director (Transmission & System Operation) / Director (Generation & HRM) / Director (Corporate Planning & Supply Chain Management)

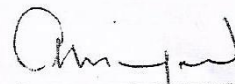
PA to Director(Finance) /Secretary (Administration).

The Deputy Chief Engineer (IT)

The Executive Engineer (IT) by E-mail

EDP Section / F.C. Supdt. / Stock File.

Forwarded / By Order



**Finance Officer**