



GOVERNMENT OF KERALA

Abstract

Power Department – Kerala State Electricity Board Limited- Revision of pay, allowances and service conditions of the employees of Kerala State Electricity Board Limited – constitution of Pay Revision Committee – Sanctioned - Orders issued.

POWER (A) DEPARTMENT

GO(Rt)No.311/2015/PD

Dated, Thiruvananthapuram, 22/12/2015

Read:-Letter No. CMD/102/Pay Revision/2015 dated 27/11/2015 from the CMD, Kerala State Electricity Board Limited.

ORDER

The Chairman and Managing Director, Kerala State Electricity Board, as per the letter read above, has forwarded a proposal for initiating pay revision exercise in Kerala State Electricity Board Limited, since the validity of pay revision order in respect of Officers and Workmen of Kerala State Electricity Board Limited has expired in 2013.

(2) Government have examined the proposal and hereby appoint a Pay Revision Committee consisting of the following members for undertaking necessary evaluation and study of various aspects involved in the revision of pay of Officers and Workmen of KSEB including the points raised by Trade unions/Officers' Association and to evolve a report covering all aspects and implications.

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|--|---|----------|
| 1. Shri. P.J.Mathew, Principal Accountant General (Rtd)<br>Karnataka | - | Chairman |
| 2. Sri.N.S.Pillai IA & AS, Director (Finance), KSEBL                 | - | Member   |
| 3. Sri.M.Nandakumar, LA&DEO, KSEBL.                                  | - | Member   |
| 4. Sri.K. Damodaran Nampoothiri, Chief Internal Auditor, KSEBL       | - | Member   |
| 5. Sri.R.Rajasekharan Nair, Secretary (Administration), KSEBL        | - | Member.  |

(3) The Terms of Reference of the above Committee will be as follows.

- To receive Charter of Demands and other representations from Trade Unions/Officers Associations' and also from employees.
- To analyze the drawbacks and merits of previous pay revisions in KSEB and evolve remedial solutions for anomalies and to adopt the merits.
- To collect pay revision orders of similar PSUs as well as other organisations and suggest suitable modifications found necessary in the present revision pattern in KSEBL.
- To discuss various aspects with the representatives of recognized Trade Unions/registered Officers Associations' and examine the feasibility of their demands and suggestions.

- To examine the staff structure of KSEBL, their work norms etc in view of the computerisation/adoption of new technology and make suggestions for gainful re-deployment of surplus staff to increase efficiency and accountability.
- To examine the allowances presently given to employees and evaluate whether such allowances are necessary in the present scenario.
- To study and propose new career advancement scheme for employees including suggestions to improve the present promotion patterns and channels as well as to avoid career stagnation issues.
- To study the existing rules and procedures for fixation of pay, gradation etc and suggest modifications, if found necessary.
- To assess the financial commitment involved in the revision of pay and allowances and suggest remedies to curtail the commitment to the maximum possible.
- To suggest any other recommendations deemed fit for the betterment of KSEBL or on any other matter referred to the committee by KSEBL.

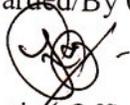
(4) The Committee shall submit the report before the Full Time Directors of the KSEBL.

By Order of the Governor,  
M.Sivasankar,  
Secretary to Government

To

The Chairman and Managing Director, Kerala State Electricity Board,  
Thiruvananthapuram.  
Sri.P.J. Mathew Principal AG, (Rtd), Karanataka (through the C&MD, KSEBL).  
Sri.N.S.Pillai, Director (Finance), KSEBL Thiruvananthapuram.  
Sri.M.Nandakumar, LA&DEO, KSEBL. Thiruvananthapuram  
Sri.K.Damodaran Nampoothiri, Chief Internal Auditor, KSEBL, Thiruvananthapuram  
Sri. R.Rajasekharan Nair, Secretary (Administration), KSEBL Thiruvananthapuram  
The Principal Accountant General (Audit), Thiruvananthapuram.  
The Accountant General (A&E), Thiruvananthapuram  
The Information & Public Relation (Web & New Media) Department  
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