

# KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Indian Companies Act, 1956)

Registered Office: Vidyuthi Bhavanam, Pattom, Thiruvananthapuram -695 004

Tel: 0471-2514492, 251 4455  
e - mail: [pokseb@gmail.com](mailto:pokseb@gmail.com)



Personnel Department,  
Vidyuthi Bhavanam, Pattom,  
Thiruvananthapuram-695004

=====

No. PS I(b)/Restructuring of KSEB/4059/2009

Date:01.08.2014

From

The Secretary

To

The General Secretary

All Trade Unions & Associations of Officers

Sir,

Sub: Copy of Tripartite Agreement – Forwarding of – Regarding.

Ref: PSI(b)/Restructuring of KSEB/4059/2009 dated 17.05.2014.

Copy of the Tripartite Agreement is forwarded herewith.

Yours faithfully

Secretary (Administration)

Acc: Copy of Tripartite Agreement.

Copy to: 1. TA to Chairman & Managing Director

2. PA to Director (Finance)

3. TA to Director (D&GE)

4. TA to Director (T & SO)

5. TA to Director (GC)

6. CA to the Secretary (Administration).



കേരളം കേരल KERALA

AL 829710

**TRIPARTITE AGREEMENT AMONG GOVERNMENT OF KERALA,  
KERALA STATE ELECTRICITY BOARD LIMITED AND KERALA STATE  
ELECTRICITY BOARD EMPLOYEES'  
UNIONS AND ASSOCIATIONS**

[See SCHEDULE 'C' read with Clause 6(8) of the Kerala Electricity Second  
Transfer Scheme (Re-vesting), 2013]

THIS TRIPARTITE AGREEMENT entered into on this the FIRST day  
of AUGUST 2014 (month and year) among Government of Kerala  
represented by Sri. M.Sivasankar, Secretary to Government, Power Department  
(hereinafter called the "State Government") of the FIRST PART; and

January	January
Hardy	Hardy
Edwards	Edwards
Silghatta	Silghatta
Q	Q
Q	Q
Q	Q
Ranjil Kumar	Ranjil Kumar
Q	Q
Q	Q

Q	
Q	
Q	





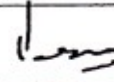
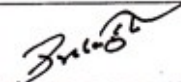

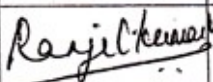
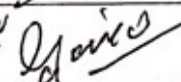
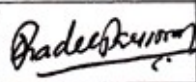
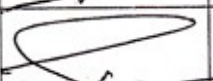
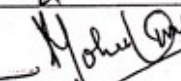
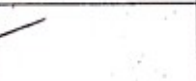
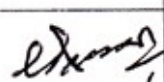

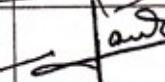
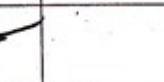
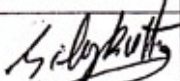

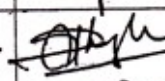
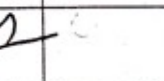

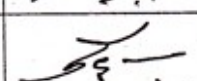

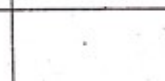

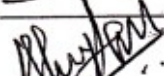
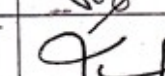
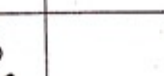
Kerala State Electricity Board Limited (Corporate Identity Number U40100KL2011SGC027424), a company incorporated under the Companies Act, 1956 having its Registered Office at Vidyuthi Bhavanam, Pattom, Thiruvananthapuram - 695 004 represented by Sri. M.Sivasankar, Chairman & Managing Director (hereinafter called "KSEB Ltd") of the SECOND PART; and

The Unions and Associations representing workmen and officers of the erstwhile Kerala State Electricity Board (hereinafter called "Union") represented by their authorized office bearers who have given their signature below of the THIRD PART.

WHEREAS the Government of Kerala as per GO (Ms) No. 37/2008/PD, dated 25.09.2008 notified the Kerala Electricity First Transfer Scheme, 2008 for the purpose of vesting of functions, properties, interests, rights, obligations and liabilities of KSEB to State Government on the terms agreed to by KSEB and State Government.

AND WHEREAS the Government of Kerala has notified as per GO (P) No. 46/2013/PD (SRO. No. 871/2013) dated 31<sup>st</sup> October 2013, the Kerala Electricity Second Transfer Scheme (Re-vesting), 2013 for re-vesting the functions, properties, interests, rights, obligations and liabilities of Board/KSEB from State Government to Kerala State Electricity Board Limited and also for the transfer of personnel of the erstwhile Board/KSEB to Kerala State Electricity Board Limited and for determining the terms and conditions on which such transfers and re-vesting shall be made.

AND WHEREAS the State Government, the KSEB Ltd. and the employees and officers of the Board/KSEB are desirous of entering into an agreement to ensure the service conditions consequent to the re-vesting as envisaged under the Electricity Act, 2003 with a view to facilitate smooth implementation of the re-vesting scheme.

Immanuel					
Immanuel					
Ward					
					
					
					
					

NOW, THEREFORE, in consideration of the promises and mutual conditions set forth herein, it is agreed by and among the parties as follows:

(1) In so far as this Tripartite Agreement is concerned:

- (i) **"Board"** means Kerala State Electricity Board constituted under Section 5 of the erstwhile Electricity (Supply) Act, 1948 (54 of 1948), of which all functions, properties, all interests, assets, liabilities and personnel were vested in the State Government in the name of "Kerala State Electricity Board" after the notification of transfer scheme dated 25.09.2008;
- (ii) **"Kerala State Electricity Board (KSEB)"** means the undertakings of the Board vested in Government of Kerala through notification vide S.R.O. No. 990/2008 dated 25/09/2008 by which State Government is administering the functions of the Board by appointing the Special Officer and a Managing Committee till the date of re-vesting of the functions, properties, interests, rights, liabilities, proceedings and personnel to the transferee in accordance with the Electricity Act, 2003 and the Kerala Electricity Second Transfer Scheme(Re-vesting), 2013;
- (iii) **"Kerala State Electricity Board Ltd."** means the Company incorporated under Companies Act, 1956 (1 of 1956) wholly owned by the Government of Kerala, in which the Government will re-vest the functions, properties, interests, rights, liabilities, proceedings and personnel in accordance with Sub-section (2) of Section 131 & Section 133 of Electricity Act, 2003 and the Kerala Electricity Second Transfer Scheme (Re-vesting), 2013;
- (iv) **"Master Trust"** means the Trust to be constituted to manage the funds and to disburse terminal benefits, pension etc. and ensure interest of the existing pensioners and the personnel transferred to the Kerala State Electricity Board Ltd. as on the date of re-vesting as regards payment of Terminal Benefits as defined in the Kerala Electricity Second Transfer Scheme (Re-vesting), 2013.

Insamby	1.00	2.00	3.00		
Insamby	Ranjith Kumar	Chandran	Radhakrishnan		
Wentur		Holmes			
James	Quinn	James			
Arjun	Khanna	James			
	James	James			



(2) The State Government and the KSEB Ltd. hereby guarantee that:-

- (a) There will be no retrenchment of employees for any reason and their status/services will be protected.
- (b) All the existing permanent employees including Part Time Contingent Employees will be absorbed to KSEB Ltd.
- (c) The terms and conditions of services of the existing employees such as promotions, transfers, wages, compensations, leave, allowances etc. upon transfer to KSEB Ltd. shall continue to be regulated by existing regulations/service rules in vogue and is guaranteed to continue as indicated hereunder.
- (d) With regard to wage/pay revision, the present system of periodic bipartite negotiations and agreements shall continue.
- (e) The State Government and KSEB Ltd. shall take all steps to assure the payment of pension including dearness relief and other terminal benefits of the existing employees and pensioners as on the date of re-vesting, in the same pattern as on today including periodical revisions as applicable. To ensure this the Government has allowed the KSEB Ltd. to retain the electricity duty for a limited initial period and the Government is open to review this retention based on the adequacy of the corpus fund thus created.
- (f) All the existing welfare measures for the existing employees as on the date of re-vesting, like the scheme for compassionate appointment, medical reimbursement, family pension, commutation of pension, voluntary retirement, invalid pension etc. shall be continued.
- (g) All benefits of the services rendered by the existing employees in Board/KSEB as on the date of re-vesting shall be protected and be given full effect.
- (h) The period of service of the existing employees under the Board/KSEB and under KSEB Ltd. shall be treated as continuous service for the purposes of the service benefits and terminal benefits payable to the personnel.

January	1 Jan	2 Jan	3 Jan		
January	4 Jan	5 Jan	6 Jan		
January	7 Jan	8 Jan	9 Jan		
January	10 Jan	11 Jan	12 Jan		
January	13 Jan	14 Jan	15 Jan		
January	16 Jan	17 Jan	18 Jan		
January	19 Jan	20 Jan	21 Jan		
January	22 Jan	23 Jan	24 Jan		
January	25 Jan	26 Jan	27 Jan		
January	28 Jan	29 Jan	30 Jan		



(i) All the existing welfare benefits to the retired employees shall continue. All obligations in respect of payment of pension and other retirement benefits including provident fund, welfare fund, superannuation pension, encashment of leave and gratuity to the employees who have retired and who are going to be retired from the service of the Board/KSEB as on the date of re-vesting shall be the liability of the KSEB Ltd. and in respect of all statutory and other schemes relating to the employees existing on the date of re-vesting, KSEB Ltd shall stand substituted for the Board/KSEB to all intents and purposes.

(j) The employees of KSEB Ltd. will be paid gratuity as per the Payment of Gratuity Act, 1972.

(k) Liabilities in respect of gratuity and superannuation benefits *shall be discharged* by 'Master Trust' to be constituted under the Indian Trust Act, 1882. To meet this liability, the KSEB Ltd. will issue bonds to the Master Trust to the extent of the unfunded liability of ₹ 7584 Crores as on 30.09.2011. Kerala State Electricity Board Ltd. will issue two series of bonds to the Master Trust.

- ♦ 20 year bond with a coupon rate of 10 % p.a. for ₹ 5021 Crores.
- ♦ 10 year bond with a coupon rate of 9% p.a. for ₹ 2039 Crores.



The unfunded liability upto the date of transfer will be borne and shared between the State Government and the Kerala State Electricity Board Ltd. Any addition to the liability of ₹ 7584 Crores will be borne and shared by the State Government and the Kerala State Electricity Board Ltd. in the ratio of 35.4 : 64.6 respectively.

The KSEB Ltd. shall pay the Master Trust, the accrued interest on the above bonds for the financial year on the first day of April every year.

(l) If for any reason the Master Trust is not able to meet its obligations relating to payment of pensionary benefits from its fund fully or partially, the State Government and the KSEB Ltd. shall make good such shortages to ensure the payment of terminal benefits without any defaults.

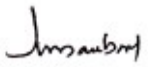
(n) All the existing agreements/settlements and liabilities of KSEB and Board shall be honoured by the KSEB Ltd.

Insubert	<u>ham</u>	<u>Rimba</u>	<u>Pdg</u>		
Insubly	<u>Ranjit Kumar</u>	<u>Chait</u>	<u>Pradeep Kumar</u>		
Hendur	<u>[Signature]</u>	<u>Mohd Omar</u>			
<u>Sahand</u>	<u>[Signature]</u>	<u>[Signature]</u>			
<u>Silapahita</u>	<u>[Signature]</u>	<u>[Signature]</u>			
<u>B</u>	<u>[Signature]</u>	<u>[Signature]</u>			
<u>[Signature]</u>	<u>[Signature]</u>	<u>[Signature]</u>			




- (s) All the existing workload norms will be continued and changes from time to time will be finalized through mutually negotiated settlements.
  - (t) All the appointments now being done through the Kerala Public Service Commission in accordance with the provisions of the Kerala Public Service Commission (Additional Functions) Act, 1963 will continue as such and amendments in this respect, if necessary, will be notified by the Government.
  - (u) The State Government shall ensure that KSEB Ltd. fulfills all its commitments as agreed upon above and Government will issue necessary orders to this effect.
- (3) This Tripartite agreement shall be read in conjunction with the Kerala Electricity Second Transfer Scheme (Re-vesting), 2013.

IN WITNESS WHEREOF, the Parties hereto have caused this Tripartite Agreement to be executed by their duly authorized representatives on the day, month and year first hereinabove written.

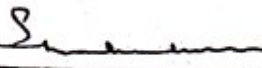
  
Signed by Sri.M.Sivasankar,  
Secretary, Power Department  
Government of Kerala  
Thiruvananthapuram.

For and on behalf of the Government of Kerala  
(Of the FIRST PART)


  
Signed by Sri.M.Sivasankar  
Chairman & Managing Director  
For and on behalf of  
Kerala State Electricity Board Ltd  
Vydyuthi Bhavanam, Pattom

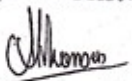
Thiruvananthapuram - 4 (Of the SECOND PART)

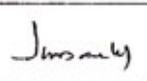
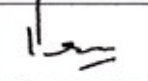
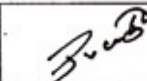
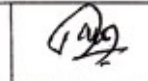
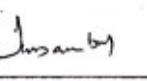
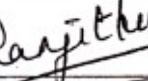
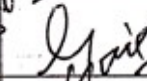
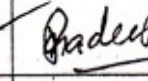
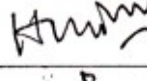

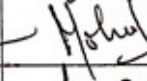
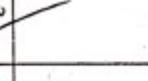
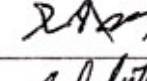
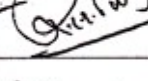
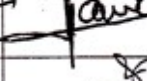


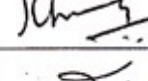
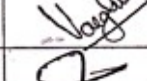


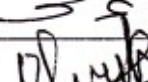
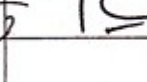

Witness

1.   
M. Shabul Hameed  
SECRETARY (ADMINISTRATION)  
KERALA STATE ELECTRICITY BOARD LTD





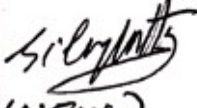


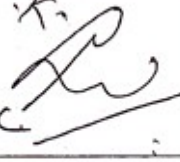

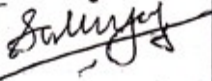

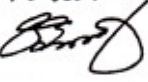
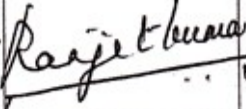




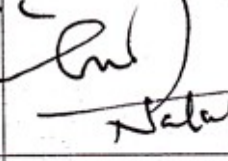
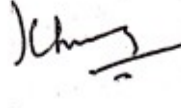
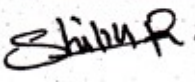
2.   
K. VIKRAMAN NAIR  
DIRECTOR  
(Transmission & System Operation)  
Kerala State Electricity Board Ltd.  
Vydyuthi Bhavanam, Pattom  
Thiruvananthapuram - 695 004

Witness  
1.   
S. Venugopal  
DIRECTOR (FINANCE)  
KERALA STATE ELECTRICITY BOARD LTD

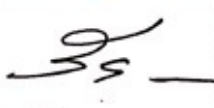




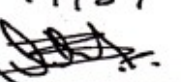

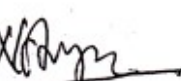
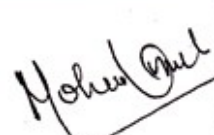
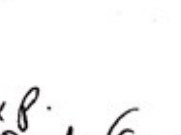



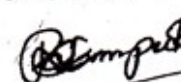


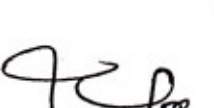

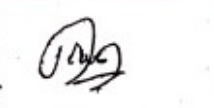
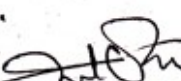
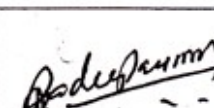
2.   
അൽഫോൻസ് ആർ ജെ  
ഫിനാൻസ് ഓഫീസർ



Sl. No.	Name of Signatory Name of the Union/Association Registration Number For and on behalf of the Unions representing workmen and officers (Of the THIRD PART)	Signature	Witness (Name and Address)	Signature of witness
1	KSEB Workers' Association (CITU) - Reg No 54/71 K.O. Habeeb. President		Ajith Kumar. V.S. Asst. Secretary KSEB Workers' Association (CITU)	
2	V. Lekshmaam. General Secretary. KSEB Workers' Association (CITU) Reg. No. 54/71.		Suma Sekhar. S State office Asst. KSEB Workers - Association (CITU)	
3	C Reg: no - 01-14/87 Siby Kully Francis General Secretary (INTUC) Kerala Electricity Employees Confederation		Pratheep Kumar. S Secretary Kerala State Employees Confederation	
4	Gopal Kumar. V Treasurer Kerala Electric Employees Confederation (INTUC)		R. VIRAJ P. K. Working Committee Member KEEL/INTUC	
5	SURESH KUMAR M.G. General Secretary KSEB Officers Association		Sathya Rajan Working President KSEB Officers Association	
6	B. PRADEEP President KSEB Officers Association		K. Sathya Rajan President KSEB Officers Association	
7	RANJIT KUMAR. V GENERAL SECRETARY KSEB ENGINEERS' ASSOCIATION (Reg 94/89)		RAJESH. DS SECRETARY (HQ) KSEBEA.	
8	E. Mohammed Sheeef President KSEB Engineers' Association (Reg. No. 94/89)		SANTHOSH. E Org Secretary (Gowd) KSEB EA.	
9	R. Chandrachudamkris General Secretary Kerala Power Societies Federation (Reg 1644/97)		Nakulam Treasurer KPBOF	
10	K. S. Sumil Secretary Kerala Power Societies Federation 1644/97		Shibu. R. Organizing Secy KPBOF	



11	സമുദായ കമ്മിറ്റി ജനറൽ സെക്രട്ടറി ഇ.ജി.സി. കമ്മിറ്റി, എസ്		സെക്രട്ടറി, എസ് ജനറൽ സെക്രട്ടറി ജനറൽ സെക്രട്ടറി	
12	BRITIL. M.V. Secretary, KEE Reg No 01-14/87	(INTU) 	ജനറൽ സെക്രട്ടറി ജനറൽ സെക്രട്ടറി TUM	
13	പി. എസ്. പ്രൊഫ. ജെ. സെക്രട്ടറി ജെ. സെക്രട്ടറി (INTU) Reg: No: 01-14/87		Shahul Haneed. K Reg No: 01-14/87	
14	എ. അനിൽ കുമാർ (ജനറൽ) ജെ. സെക്രട്ടറി ജെ. സെക്രട്ടറി (INTU) Reg: 01-14/87		Nolen Joe. O. SA-Asst- EB Section o/o the CEHEM	
15	Mohan Kumar. K Vice President CBEA		Ratheed. K. P. CA o/o the Director (Gen. Civil)	
16	A. RAMSAY Gen-Secretary CBEA		Shankar. S AEE(C) o/o Director (Gen) Trivandrum	
17	M. SHAJAHAN. Gen: Secretary KSEB EO (STU)		Narayanan Sampathini PS SA o/o the CMD	
18	VARGHESE ISAAC President KSEB PG EA		SUPRIYA. S Exe. Engineer o/o CE (CC-S) V.B, Tum	
19	DAVIDSON, C. GEN SECRETARY KSEB PG EA		Vijay Kumar S Exe. Engr (Civil En) o/o Dir (Tech Regd)	
20	REVIVARMAN. G Gen. Secretary KSEB Officers Congress		Santhosh Kumar. K.P. Treasurer KSEB OC	
21	Pradeep Kumar M. Vice President KSEB Officers Congress		Pradeep Kumar M. Vice President KSEB Officers Congress	