



# KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

CIN:U40100KL2011SGC027424

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## ABSTRACT

Payment of Bonus and Festival Advance to the Employees and Festival Allowance to Employees, Pensioners & Family Pensioners of the KSEB Ltd, for the year 2024-2025 - Sanctioned - Orders issued.

## CORPORATE OFFICE (PERSONNEL)

**Office Order (D F) No.1349 /2025 (PS I(B)/Bonus/2021) TVPM, Dated 27.08.2025**

- Read:-
1. G.O. (P) No. 78/2025/LBR TVPM dated 22.08.2025.
  2. G.O. (P) No. 107/2025/Fin TVPM dated 26.08.2025
  3. G.O. (P) No. 108/2025/Fin TVPM dated 26.08.2025
  4. The Gazette of India (Extra Ordinary) New Delhi dated 01.01.2016.

## ORDER

The Kerala State Electricity Board Limited is pleased to sanction Bonus/Festival Allowance for the financial year 2024-2025 to all eligible employees, pensioners and family pensioners & Festival Advance to the employees subject to the stipulations specified hereunder.

### 1. BONUS

- (a) Bonus @ 8.33 % of wages/salary drawn during the year 2024-2025, subject to a ceiling of Rs. 7000/-, will be paid to those employees who have drawn monthly wages up to Rs. 24,000/- p.m., in the existing Scales of Pay, including CLR Workers, persons engaged and paid directly by the Kerala State Electricity Board Limited on daily wage basis and PTC Employees. Pay, Dearness Allowance, Special Pay and Ad-hoc Dearness Allowance will be reckoned for calculating monthly wages.
- (b) The minimum bonus payable as above will be Rs. 100/- (Rupees One Hundred only).
- (c) To be eligible for Bonus, an employee should have worked in the Kerala State Electricity Board Limited during the Financial Year 2024-2025 (April 2024 to

March 2025) for a minimum period of 30 actual working days continuously, excluding intervening holidays.

- (d) Persons engaged on daily wages as 1 (a) above for more than 30 actual working days continuously are eligible for Bonus which may be worked out at 8.33 % of the total wages drawn by them during the period from 01.04.2024 to 31.03.2025.
- (e) For working out the eligibility for Bonus of an employee, the **rate of salary** of the employee, concerned, is the limiting factor and not the actual amount drawn for the purpose of reckoning the ceiling limits of Rs. 7000/- and Rs. 24,000/-. If on account of leave on loss of pay or half pay leave or by absence otherwise, the actual salary drawn by an employee in any month falls below the ceiling amount of `24,000/- while the actual rate of his pay is above the said ceiling limit, then the salary in respect of such leave period shall be reduced proportionately from the ceiling limit.

## II. FESTIVAL ALLOWANCE TO EMPLOYEES

- (a) Festival Allowance of Rs. 3000/- (Rupees Three thousand only) will be paid to those employees who are not eligible for Bonus in terms of Para 1 (a) above.
- (b) Festival Allowance of Rs. 3000/- (Rupees Three thousand only) will be admissible to all regular employees who are in service as on the date of issue of this order and those who join duty before the fourth Onam of 2025.

## III. FESTIVAL ALLOWANCE TO PENSIONERS

- (a) Those Pensioners who are not eligible for Bonus under clause I (a) above, will be paid a Festival Allowance of Rs. 3000/- (Rupees Three thousand only) provided they were in continuous service of the Board for not less than six months during the year 2024- 2025.
- (b) The pensioners who are not eligible for Bonus or Festival Allowance under clause I (a) and clause III (a) above, will be paid Rs. 1,250/- (Rupees One thousand two hundred and fifty only) as Special Festival Allowance.
- (c) Family Pensioners will be paid Rs. 1,250/- (Rupees One thousand two hundred and fifty only) as Special Festival Allowance.
- (d) Ex-gratia Pensioners will be paid Rs. 1,250/- (Rupees One thousand two hundred and fifty only) as Special Festival Allowance.

- (e) Re-employed pensioners, provisional hands recruited through Employment Exchanges and employees on contract appointments in KSEBL will be paid Special Festival Allowance of Rs. 3000/- (Rupees Three thousand only) subject to satisfaction of other conditions.

Note:-

Eligibility of pensioners for special festival allowance/festival allowance will be limited to any one of the items specified at III (a) to (e) above.

IV ONAM ADVANCE

Onam Advance up to a maximum of Rs. 20,000/- (Rupees Twenty thousand only) will be paid, **on request**, to all regular employees, PTC employees and monthly paid CLR workers. In the case of those who wish to avail lesser amount as Festival Advance, the required amount will be paid in multiples of Rs. 1,000/- (Rupees One Thousand only) subject to a maximum of Rs. 20,000/- (Rupees Twenty Thousand only). The recovery of Onam Advance will be effected in 5 equal monthly installments beginning with the salary for the month of **October 2025**.

V GENERAL

- (a) Those serving employees or retired employees who happen to be eligible for Bonus under clause I (a) and Festival Allowance under clause II (a) and III (a) above, will be permitted to draw either Bonus or Festival Allowance, whichever is more advantageous to them.
- (b) The Bonus / Festival Allowance for Employees, Pensioners / Family Pensioners and Festival Advance to Employees will be disbursed on **29<sup>th</sup> August 2025**.
- (c) The ARU Heads shall take necessary action for accounting the above payments. However, in the case of those offices where the practice of pre-audit is in vogue, the same shall be waived for effecting the payment as per this order.

By Order of the Director (Finance)

**Sd/-**  
**SAJEEP. E.P**  
**SECRETARY (ADMINISTRATION)**

To

All Chief Engineers/All Deputy Chief Engineers/All Executive Engineers