



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

CIN:U40100KL2011SGC027424

Regd. Office - Vidyuthi Bhavanam, Pattom,
Thiruvananthapuram, Kerala-695004.

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

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

ABSTRACT

Payment of Dearness Allowance to KSEBL Employees and Dearness Relief to Service/ Family Pensioners of KSEBL, at the revised rates with effect from: 01.01.2023 & 01.07.2023 - Orders of Government of Kerala to disburse the Pay/ Pension at the enhanced rates with effect from November 2025 - Sanctioned - Orders issued.

CORPORATE OFFICE (PERSONNEL)

Office Order (DF) No.1680/2025 (PS1(B)/DA&DR Revision/2020)Thiruvananthapuram,

Dated: 30.10.2025

Read:-

1. Long Term Settlement 2021- Article V, Clause 1 - Dearness Allowance - and Clause II (1) (Dearness Allowance) of the Pay Revision of Officers.
2. Note No. PS 1(B)/DA & DR Revision/2020 dated 23.09.2025 of the Chief Personnel Officer, submitted to the Board of Directors of KSEBL, vide Agenda Item No. 14-09/2025.
3. Proceedings of the 86th meeting of the Board of Directors held on 29.09.2025, vide Resolution No.86/10.
4. B O (DB) No.717/2025 (PS1(B)/DA & DR Arrear/2025) Thiruvananthapuram, Dated: 23.10.2025.
5. D.O. Letter No.PS1(B)/DA/DR/2025, dated:09.10.2025, of the Chairman & Managing Director of KSEBL, addressed to the Additional Chief Secretaries of Finance & Power Departments, Government of Kerala.
6. G.O.(P)No.128/2025/FIN Dated, Thiruvananthapuram, 28-10-2025.

ORDER

Kerala State Electricity Board Limited had decided to adopt a new method 'based on the All India Consumer Price Index', for calculating the Dearness Allowance and Dearness Relief, as per the relevant provisions of the Long-Term Settlement 2016 and Officers Pay Revision 2016, read as 1st above and as per the same, Dearness Allowance

and Dearness Relief will be revised during the month of January and July of every year, based on the All India Consumer Price Index (AICPI), being published by the Labour Bureau, Government of India.

Based on the All India Consumer Price Index for the period from July 2022 to December 2022 and January 2023 to June 2023, the Employees and Service/ Family pensioners of KSEBL are eligible for enhancement of the Dearness Allowance/ Dearness Relief @ 4% & 3% with effect from 01.01.2023 & 01.07.2023 respectively.

A proposal put forth for enhancing the Dearness Allowance/ Dearness Relief @ 4% & 3% with effect from 01.01.2023 & 01.07.2023 was submitted before the Board of Directors, as per note read as 2nd above and the 86th meeting of Board of Directors of KSEBL held on 29.09.2025 discussed the matter in detail and resolved to 'recommend the payment of the increased DA/DR, @ 4% and 3%, due from January 2023, July 2023 respectively, in respect of employees and pensioners of KSEBL and seek approval of Government for disbursement of the same from November 2025, while the disbursement of DA/DR arrears to be decided subsequently based on improvement of financial situation of the company', as per the Proceedings read 3^d above.

Accordingly, the Board Order in this regard was issued as per Order read 4th above and D.O. Letters were sent to the Power as well as Finance Departments, seeking approval of the Government for disbursement of the same from November 2025, while the disbursement of DA/DR arrears to be decided subsequently based on improvement of financial situation of the company, as per Letters read 5th above.

Considering the above, sanction has been accorded by Government of Kerala for the disbursement of Pay/ Pension at the enhanced rates, from the existing rate of 26% to 30% with effect from 01.01.2023 and from 30% to 33% with effect from 01.07.2023 and G. O. to that effect, has been issued, as per Order read 6th above.

Having considered the above, sanction is hereby accorded for payment of DA/ DR for the Pay/ Pension at the enhanced rates, from the existing rate of 26% to 30% with effect from 01.01.2023 and from 30% to 33% with effect from 01.07.2023, along with the Salary/ Pension being released from 1st November 2025 onwards.

The Chief Engineer (IT) shall take necessary steps for effecting necessary changes in the HRIS for disbursement of the revised DA/DR in the Pay/ Pension payable from November 2025 itself, as mentioned above.

Orders are issued accordingly.

By Order of the Director (Finance).

Sd/-
SAJEEV. E. P.
SECRETARY
(Administration)

To

1. The Chief Engineer (HRM), KSEBL.
2. The Chief Engineer (IT), KSEBL.

Copy to:-

All Chief Engineers/ Financial Adviser/ Chief Internal Auditor/ The LA & DEO/
The Chief Vigilance Officer/ All Deputy Chief Engineers/ The TA to Chairman &
Managing Director/ The TA to Director (HRM, Sports, Welfare, Safety and Quality
Assurance)/ The TA to Director (Distribution & SCM)/ The TA to Director (Gen-
Electrical, REES, SOURA)/ The TA to Director (Transmission & System Operation
Full additional charge)/ The Company Secretary/ The PA to Director (Finance)/
All Deputy Chief Engineers/ All Executive Engineers/ The Deputy Secretary (Admn.)/
The Chief Public Relations Officer/ All Regional Audit Officers/ Sr. CA to Secretary
(Admn.)/ The Fair Copy Superintendent/ Records Section/ Stock file.

Forwarded/By order,


Senior Superintendent