



KERALA STATE ELECTRICITY BOARD Ltd
(Incorporated under the Companies Act, 1956)
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No.PS1(B)/Trade Unions/Strike/2026

Date:26-02-2026

CIRCULAR

Sub: Postponement of the one-day salary deduction for KSEBL Employees, who participated in the Nationwide General Strike on 12.02.2026, from the month of February 2026 to March 2026, in accordance with the directions on the Government Order Dated: 11.02.2026 – reg.

Ref:

1. Circular No.PS1(B)/Trade Unions/Strike/2026, Dated: 10.02.2026
2. G.O.(P)No.2/2026/GAD, Dated, Thiruvananthapuram, 11.02.2026
3. Letter Dated: 24.02.2026 of the General Secretary, KSEB WA (CITU)
4. Letter No.KPWC/INTUC/National Strike/2026, Dated: 24.02.2026
5. Note No.PS1 (B)/Trade Unions/Strike-2026, Dated: 24.02.2026 submitted to the Director (Finance), KSEB

A Nationwide General Strike was held on 12.02.2026, in connection with various grounds, with the participation of the Recognized Trade Union as well as Registered Trade Unions, functioning in KSEBL. Subsequent to the receipt of the Notice of Strike, Necessary instructions were issued well before the Strike, vide the Circular under reference, to meet the situation, in case the proposed strike materializes. It was pointed out as per the 11th Provision therein that the absence of the Employees of KSEBL, on the day of the Strike without authorization shall be treated as “Dies-non” and the Salary for the day of the Strike shall be deducted from their Monthly Salary of February 2026.

In connection with the Nationwide General Strike, though the Government have also declared “Dies-non” to its employees, who participated in the Strike, as per the G.O. referred 2nd above; it was mentioned therein that the pay for the day in which the Strike took place will be withheld from the Salary for the Month of March 2026.

Since the G.O. referred 2nd above, seems more beneficial, the Recognized Trade Union as well as one of the Registered Trade Unions have put forth representations as per references 3rd & 4th above; requesting to postpone the deduction of one-day salary in respect of the Employees of KSEBL, who participated in the strike on 12.02.2026, from the month of February 2026 to March 2026, in accordance with the directions on the G.O. Dated: 11.02.2026. Attention of the Director (Finance) of KSEBL, was drawn to the matter, as per reference 5th above. However, the matter was referred to the Chairman & Managing Director, KSEBL for taking appropriate decision in this regard.

After having considered the requests submitted in this regard, the Chairman & Managing Director, KSEBL has ordered that the deduction of one-day salary in respect of the Employees of KSEBL, who participated in the Nationwide General Strike on 12.02.2026, shall be postponed from the month of February 2026 to March 2026, in accordance with the directions on the G.O. Dated: 11.02.2026.

Accordingly, all the Heads of the Account Rendering Units of KSEBL are hereby directed to strictly comply with the aforesaid Orders of the Chairman & Managing Director of KSEBL. The Chief Engineer (IT), KSEBL, Vidyuthi Bhavanam, TVPM, shall ensure that necessary modules are being developed with HRIS, in time, for effecting the deduction of one-day salary in respect of the Employees of KSEBL, who have participated in the Nationwide General Strike on 12.02.2026, as per the said Orders of the Chairman & Managing Director, KSEBL.

All the Heads of the Account Rendering Units of KSEBL are hereby directed to ensure that aforesaid Orders of the Chairman & Managing Director, KSEBL are strictly complied with.


SAJEEV P
SECRETARY

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, Civil, REES, SOURA)/The TA to Director (Transmission & System Operation
Full additional charge)/The Company Secretary I/C/The PA to Director(Finance)/All
Executive Engineers/The Deputy Secretary (Admn) The Chief Public Relations
Officer/All Regional Audit Officers/CA to Secretary (Admn)/ The Fair Copy
Superintendent/ Records Section/Stock file.