



KERALA STATE ELECTRICITY BOARD Ltd

(Incorporated under the Companies Act, 1956)

Registered Office: Vidyuthi Bhavanam, Pattom,

Thiruvananthapuram – 695 004

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ABSTRACT

Payment of Dearness Allowance to KSEBL Employees and Dearness Relief to Service/ Family Pensioners of KSEBL at the revised rates with effect from: 01.01.2024, 01.07.2024, 01.01.2025 & 01.07.2025 - Adoption of the G.O(P) No.31/2026/FIN dated 27.02.2026 - Sanctioned - Orders issued.

CORPORATE OFFICE (PERSONNEL)

B.O. (DB) No. **98**/2026 (PS1(B)/DA&DR Revision/ 2020)
Thiruvananthapuram.

Dated: **4.03.2026**

Read : 1. Long Term Settlement 2016- Article V, Clause 1 – Dearness Allowance - and Clause II (1) (Dearness Allowance) of the Pay Revision of Officers.

2. Office Order (DF) No.1680/2025 (PS1(B)/DA & DR Revision/2020) dated 30.10.2025.

3. Note No. PS 1(B)/DA & DR Revision/2020 dated 07.02.2026 of the Chief Personnel Officer, submitted to the Chairman & Managing Director.

4. D.O letter no. PS1 (B)/DA/DR/2026 dated 20.02.2026 of the Chairman & Managing Director, KSEBL addressed to the Additional Chief Secretary, Finance Department, Government of Kerala.

5. G.O.(P)No.31/2026/FIN dated 27.02.2026.

6. Note No. PS 1(B)/DA & DR Revision/2020 dated 27.02.2026 of the Chief Personnel Officer, submitted to the Board of Directors.(Circular Resolution:CR-01-02/2026).

ORDER

Kerala State Electricity Board Limited had decided to adopt a new method 'based on the All India Consumer Price Index (AICPI)', for calculating Dearness Allowance (DA) & Dearness Relief (DR) applicable to its Employees and Service/ Family Pensioners, 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, DA & DR will be revised during the month of January & July of every year, based on the AICPI, being published by the Labour Bureau, Government of India.

The rates of DA & DR applicable to the Employees and Service/ Family Pensioners of KSEBL were enhanced from 26% to 30% with effect from 01.01.2023 and from 30% to 33% with effect from 01.07.2023, as per the Office Order read as 2nd above.

Based on the AICPI published by the Labour Bureau, Government of India, for the period from January 2024 to June 2024, July 2024 to December 2024, January 2025 to June 2025 & July 2025 to December 2025, the Employees & Service/ Family pensioners of KSEBL are eligible for enhancement of the Dearness Allowance/ Dearness Relief @ 4%, 3%, 2% & 2% with effect from: 01.01.2024, 01.07.2024, 01.01.2025 & 01.07.2025 respectively. Hence, note read as 3rd above, was submitted to the Chairman & Managing Director, requesting sanction to place 'the proposal for enhancing the DA/DR payable to the Employees /Pensioners of KSEBL with effect from the aforesaid dates and rates', before the Board of Directors of KSEBL.

However, the Chairman & Managing Director, KSEBL decided to refer the matter for consideration of the Finance Department in Government and a D. O. letter was sent in connection with the above, as per read 4th above.

Government after having examined the matter in detail, accorded sanction for enhancing the rate of the DA/DR payable to the employees and pensioners of Kerala State Electricity Board Limited from the existing rate of 33% to 37% w.e.f 01.01.2024, 37% to 40% w.e.f 01.07.2024, 40% to 42% w.e.f 01.01.2025 and 42% to 44% w.e.f 01.07.2025, as per the G. O. read as 5th above, along with the stipulation that the disbursement of DA/DR at the enhanced rates will be effected from February 2026 and disbursement of arrears will be decided subsequently by KSEBL based on improvement of financial situation of the Company.

Subsequently, as per the note read as 6th above, the Board of Directors of KSEBL was requested to take appropriate decision for adopting the G. O. dated: 27.02.2026 for implementation in KSEBL.

Accordingly, after having examined the same in detail, the Board of Directors of KSEBL through circulation mode passed the following resolutions:

- a. Resolved to adopt the G.O. (P) No.31/2026/FIN dated 27.02.2026 for disbursing

the DA/DR in respect of the employees & pensioners of KSEBL, with effect from: 01.01.2024, 01.07.2024, 01.01.2025 & 01.07.2025.

- b. Further resolved to entrust the Chief Engineer (IT) to take necessary steps for effecting necessary changes in the HRIS for disbursement of the revised DA/DR in the Pay/Pension payable from February 2026 itself, as mentioned above.

Orders are issued accordingly.

By Order of the Director Board

Sd/-
LEKHA G
COMPANY SECRETARY

To:

1. The Chief Engineer (IT,CR & CAPS).
2. The Chief Engineer (HRM).

Copy to:

All Chief Engineers/Financial Adviser/ Chief Internal Auditor/ 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