



GOVERNMENT OF KERALA

Abstract

Power Department - Kerala State Electricity Board Limited- The action of KSEBL regarding implementation of revision of pay and allowances of Officers and Workmen with effect from 01/07/2013 and 01/08/2013 respectively - Ratified - Orders issued.

POWER (A) DEPARTMENT

G.O.(Ms)No.4/2026/POWER Dated,Thiruvananthapuram, 12-03-2026

- Read 1 Letter No. PS1/3764/PR/2015/3311 dated: 26/02/2016 from Secretary(Admin.), KSEB Ltd., Thiruvananthapuram.
2 Letter No. PS1/3764/PR/2015/3312 dated: 26/02/2016 from Secretary(Admin.), KSEB Ltd., Thiruvananthapuram.
3 B.O. (FTD) No.746 /2016(PSI /3764/2015) dated 03/03/2016.

ORDER

The Secretary, Kerala State Electricity Board Limited in the letters read above had informed that the Board of Directors in its meeting held on 15/02/2016 decided to approve the Memorandum of Settlement entered between the Board and the recognized Trade unions for revising the then existing Wages, allowances and other service conditions of Officers and Workmen with effect from 01/07/2013 and 01/08/2013 respectively, and has resolved to forward the same to the Government for formal approval.

(2) In the meantime, the Kerala State Electricity Board had implemented the Pay Revision in respect of Officers and Workmen with effect from 01/07/2013 and 01/08/2013 respectively violating the Government directions regarding the revision of pay and allowances of the employees of PSUs, without the prior consent and concurrence of Government.

(3) Government have examined the matter in detail and are pleased to ratify the action of the Kerala State Electricity Board Limited (KSEBL) in having implemented the revision of pay and allowances of Officers and Workmen with effect from 01/07/2013 and 01/08/2013 respectively, without obtaining prior sanction from the Government, in a limited manner and subject to the following conditions.

i) In future, pay revisions and DA revisions for the employees of KSEB Ltd. shall be implemented only after obtaining prior approval of the State Government. KSEB Ltd. shall mandatorily submit an advance proposal to Government containing the general guidelines for the revision of pay and allowances of employees/workers, indicating the proposed margin of increase due to the revision, the financial commitment involved and the Company's resource plan to implement the revision. Government will consider the proposal and accord in-principle approval, with or without modification. Discussions with labour organisations for finalising the Long Term Agreement (LTA) and preparation of the final proposal for pay revision shall be made only on the basis of the guidelines approved by Government. The final proposal, with the approval of the Board, shall be submitted to Government for approval before formal execution of the LTA and sanction of pay revision. Formal execution of the LTA and issuance of orders on pay revision shall be done only after receipt of prior approval from Government.

ii) As the pay revision in KSEB Ltd. has taken effect from 01.07.2013, which is one year earlier than the date of the State Government pay revision, the benefits of pay revision to the officers of KSEB Ltd. cannot be aligned with those of State Government employees. Considering the fragile financial position of the Company and the comparatively higher scale of pay and other perks sanctioned in KSEB Ltd., it shall be mandatorily ensured that the date of effect of the next pay revision will be on par with that of employees of the State Government and other institutions such as KWA and the High Court.

iii) The scales of pay should be fixed based on the qualification required for the post, nature of duties and responsibilities, etc. The system of granting 'Cadre Pay' to officers in KSEB Ltd., which is not available in Government service or in other Public Sector Undertakings, shall be strictly discontinued with immediate effect.

iv) At present, service weightage in KSEB Ltd. is calculated on a monthly basis (0.05 percent for each completed month of service). As this practice is not in conformity with the norms followed in Government and results in undue financial liability, it should be ensured that the norms followed by Government in regard to service weightage (if admissible) are made applicable to KSEB Ltd. The existing system of monthly service weightage should be discontinued from the next pay revision onwards.

v) It must also be mandatorily ensured that future pay revision proposals of KSEB Ltd. are always vetted by Kerala State Electricity Regulatory Commission prior to its implementation, so as to ensure a

reasonable check on the financial liability of the Company and to protect the interests of electricity consumers in tariff revision in reckoning the financial liability of the Company.

Lastly, the CMD, KSEBL shall ensure that all the mandatory conditions are scrupulously complied forthwith and occurrence of any such actions are not at all allowed to be repeated in future.

(By order of the Governor)
PUNEET KUMAR I A S
ADDITIONAL CHIEF SECRETARY

To:

The Secretary, Kerala State Electricity Board limited, Vidyuthi Bhavanam, Pattom, Thiruvananthapuram.

The Principal Accountant General (Audit), Thiruvananthapuram.

The Accountant General (A&E), Thiruvananthapuram

Finance Department (vide U.O.(R) No. 203311/PU-A2/36/2016-Fin. dated 18/02/2026)

GA (SC) Department (Item no. 3861 dated 10/03/2026)

Stock File/Office Copy.

Forwarded /By order

Section Officer

Copy to -

1. PS to Minister, Power Department.
2. Personal Assistant to Additional Chief Secretary, Power Department.
3. CA to Joint Secretary, Power Department.