



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

CIN:U40100KL2011SGC027424

Regd. Office - Vydyuthi Bhavanam, Pattom,
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ABSTRACT

KSEB Ltd. - Payment of Bonus and Festival Advance to the Employees and Festival Allowance/ Special Festival Allowance to the Employees, Service Pensioners, Family Pensioners & Ex-gratia Pensioners, for the year 2025-2026 - Sanctioned - Orders issued.

CORPORATE OFFICE (PERSONNEL)

Office Order (CMD) No. 1150/2026 (PS I(B)/Bonus/2021) TVPM, Dated: 19.08.2026

- Read: 1. The Gazette of India (Extra Ordinary) New Delhi, dated: 01.01.2016.*
2. G.O. (P) No. 48/2026/LBR TVPM dated: 14.08.2026.
3. G.O. (P) No. 91/2026/Fin TVPM dated: 14.08.2026
4. G.O. (P) No. 92/2026/Fin TVPM dated: 14.08.2026

ORDER

The Kerala State Electricity Board Limited (KSEBL) is pleased to sanction the Bonus/Festival Allowance/Special Festival Allowance for the financial year 2025-2026 to all eligible Employees, Service Pensioners, Family Pensioners & Ex-gratia Pensioners and Festival Advance to its Employees, subject to the stipulations specified hereunder.

I. BONUS

- (a) Bonus @ 8.33 % of wages/ salary drawn during the year 2025-2026, subject to a ceiling of ₹7000/- (Rupees Seven Thousand only), will be paid to those employees who have drawn monthly wages up to ₹24,000/- (Twenty Four Thousand only) in the existing Scales of Pay, including CLR Workers, persons engaged and paid directly by KSEBL 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 ₹100/- (Rupees One Hundred only).
- (c) To be eligible for Bonus, an employee should have worked in KSEBL during the last Financial Year (from 1st April 2025 to 31st March 2026) for a minimum period of 30 (Thirty) actual working days continuously, excluding intervening holidays.
- (d) Persons engaged on daily wages as specified in 1 (a) above for more than 30 (Thirty) 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 01.04.2025 to 31.03.2026.
- (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 ₹7000/- (Rupees Seven Thousand only) and ₹24,000/- (Twenty Four Thousand only). 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/- (Twenty Four Thousand only) 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 ₹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 ₹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 2026.

III. FESTIVAL ALLOWANCE TO PENSIONERS (INCLUDING THOSE UNDER NATIONAL PENSION SCHEME).

- (a) Those Pensioners who are not eligible for Bonus under clause I (a) above, will be paid a Festival Allowance of ₹3000/- (Rupees Three thousand only)

provided they were in continuous service of the Board for not less than six months during the Financial year 2025 - 26.

- (b) The pensioners who are not eligible for Bonus or Festival Allowance under clause I (a) and clause III (a) above, will be paid ₹1,250/- (Rupees One thousand two hundred and fifty only) as Special Festival Allowance.
- (c) Family Pensioners will be paid ₹1,250/- (Rupees One thousand two hundred and fifty only) as Special Festival Allowance.
- (d) Ex-gratia Pensioners will be paid ₹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 appointed for a fixed term, preferably one or more years on direct contract basis, who have served KSEBL, for not less than six months during the last financial year, will be paid Special Festival Allowance of ₹3000/- (Rupees Three thousand only) subject to satisfaction of other relevant conditions.

Note:-

Eligibility of pensioners for Festival Allowance/Special 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 ₹20,000/- (Rupees Twenty thousand only) will be paid, to all regular employees, PTC employees and monthly paid CLR workers as per their request,. In the case of those who wish to avail lesser amount as Festival Advance, the required amount will be paid in multiples of ₹1,000/- (Rupees One Thousand only) subject to a maximum of ₹20,000/- (Rupees Twenty Thousand only). The recovery of Onam Advance will be effected in 5 (Five) equal monthly installments, beginning with the salary for the month of September 2026.

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/Special Festival Allowance for Employees, Service Pensioners/ Pensioners under the National Pension Scheme/ Family Pensioners/ Ex-gratia pensioners and Festival Advance to Employees will be disbursed from **20th August 2026 onwards.**
- (c) The ARU Heads shall take necessary action for accounting the above payments. However, in the case of those offices wherein 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 Chairman & Managing Director

(Sd/-)

PRAKASH. B. S
SECRETARY (ADMINISTRATION)

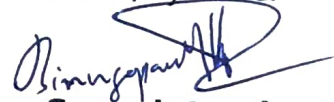
To

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

Copy to:-

Financial Adviser/Chief Internal Auditor/The LA & DEO/ The Chief Vigilance Officer/ 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)/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.

Forwarded/By order


Senior Superintendent