KSEB OFFICERS ASSOCIATION

Pay Revision 2015 (Draft Proposal)

1. **MASTER SCALE**

Existing Scale:-20170-870/2-21910-945/6-27580-1130/6-34360-1290/5-40810-1380/5-47710-1520/5-55310 (29 years)

Proposed New Scale:-45100 – 2175/1 – 47275 – 2365/6 – 61465 – 2825/6 – 78415 -3225/5 – 94540 – 3450/5 – 111790- 3800/6 – 134590 (29 yrs)

2. **INDIVIDUAL SCALES**

a) AE/SS/DA/SCA/FCS

Existing Scale: 20170-870/2-21910-945/6-27580-1130/5-33230 (13 Years)

Proposed Scale: 45100–2175/1– 47275–2365/6–61465–2825/6-78415 (13 yrs)

b) AEE/AAO/AFO/JPA/SFCS/RPO/PRO

Existing Scale: 25690-945/2-27580-1130/6-34360-1290/4-39520 (12 Years)

Proposed Scale: 59100–2365/1–61465–2825/6–78415–3225/5-94540 (12 yrs)

c) AO/FO/PA

Existing Scale: 26635-945/1-27580-1130/6-34360-1290/5-40810-1380/1-42190 (13Years)

Proposed Scale: 61465–2825/6–78415–3225/5–94540-3450/5-111790 (16 yrs)

d) EE/PO

Existing Scale: 28710-1130/5-34360-1290/5-40810-1380/5-47710 (15 Years)

Proposed Scale: 67115–2825/4–78415–3225/5–94540–3450/5–111790-3800/1-115590 (15 yrs)

e) Sr.AO/Sr.FO/Dy. CAO

Existing Scale: 29840-1130/4-34360-1290/5-40810-1380/5-47710-1520/1-49230 (15 Years)

Proposed Scale: 69940–2825/3–78415–3225/5-94540–3450/5–111790-3800/2-119390 (15 yrs)

f) Dy. CE/CPO/CAO

Existing Scale: 34360-1290/5-40810-1380/5-47710-1520/2-50750 (12 Years)

Proposed Scale: 81640–3225/4–94540–3450/5–111790–3800/3–123190 (12 yrs)

g) CE/FA/CIA

Existing Scale: 40810-1380/5-47710-1520/5-55310 (10 Years)

Proposed Scale: 97990–3450/4–111790–3800/6–134590 (10 yrs)

3. CADRE PAY

a)	CE/FA/CIA	: Rs. 3000/-Month
b)	Dy. CE/CPO/CAO/Sr. FO/Sr. AO	: Rs. 2500/-Month
c)	EE/AO/FO/Dy. Secretary/PA	: Rs. 1400/-Month
d)	AEE/AAO/AFO/JPA/RPO/SFCS	: Rs. 1200/-Month
e)	AE/SS/DA/ACA/MO	: Rs. 1000/-Month

4. METHOD OF PAY FIXATION IN THE REVISED SCALE

1.	Basic Pay as on 30.06.2013	:
2.	Minimum benefit/Fitment Benefit subject to a minimum of Rs.8000/-	: 30% of BP in the pre-revised scale as on 30/6/2013
3.	DA	: 84.253 % of pay as on 01.07.2013
4.	Weightage	: 1% of BP for each year (0.5% up to 6 months) 6 months and above will be rounded to 1 year
5.	Total	: (1+2+3+4)

If the total pay arrived at as mentioned above exceeds the maximum of the revised time scale, the pay will be fixed at maximum and the balance amount shall be treated as personal pay. This personal pay shall not be absorbed in future earning of increments. This personal pay shall be reckoned for all purposes such as fixation of pay, calculation of leave salary, drawal of allowances and pension. Next increment in the revised scale shall due on the normal increment date. If one reaches the maximum of the time scale, 5 annual increments shall be given as stagnation increments at the rate of last increment in the time scale applicable.

5. ALLOWANCES

1. Dearness Allowance :

   Rate proportionate to increase in DA rate in Statement Government from time to time, considering the difference in the DA Merger in the Board and Government, shall be allowed.

2. House Rent Allowance (Rs. /Month)

B2 Class Cities and Towns	Towns not in B2 Class Cities and Towns	Unclassified places
10% of Basic Pay	8% of Basic Pay	6% of Basic Pay

3. City Compensatory Allowance : Rs. 700/- month

4. Medical Allowance : Rs. 500/- month

5. Operation and Maintenance Allowance : Rs.2000/- month

6. Hydel Area Allowance : Rs.2000/- month

7. Hill Tract Allowance : Rs. 1000/-month

8. Project Allowance (Generation Projects) : Rs. 4000/- month

9. Special Duty Allowance (Rs/Month)

AE in Electrical Section Office	5000
AE in generating Stations, EHV Sub Stations, EHV Tr. Lines in commercial operations/under construction, Sub Station Construction, Relay Units, Communication Units, Meter Testing Units, Civil Maintenance Units in Projects, APTS,LLO- Kochi.	600
AEE in charge of 220KV Sub Stations, Sub Station Construction, Electrical Sub Division, Major Trans. Section/EHT Line Construction, Communication Units, Relay Units, Meter Testing Units, APT Squad, Technical Cell, EHV Line Maintenance.	750
EE in charge of 400 KV Sub Stations, Load Despatch Station, Communication Units, Relay Units, Meter Testing Units, APTS and Dy. Secretary of Board Sectt.	800

10. Shift Duty Allowance (Rs/month)

AE	350
AEE	400
EE	450

11. Technical Allowance (Rs/Month)

AE	100
AEE	150
EE	200
Dy. CE	250

12. Research/Design Allowance (Rs/Month)

AE	300
AEE	350
EE	400
Dy. CE	450

13. Permanent Conveyance Allowance * (Rs/Month)

AE	750
AEE	750
AO	750

*The condition in clause (c) of the existing pay revision order, that AE's in Section Office and AEE's in Sub Division, where vehicle has been provided by the Board shall not be eligible for conveyance allowance, shall be deleted.

14. Isolated Area Allowance : Rs. 4000/- month

Note:-This allowance shall be extended to all offices functioning in such areas and officers posted to such areas for various works regularly.

15. Tunnel Allowance:

AE : Rs. 500/- month

16. Warm Clothing Allowance : Rs. 750/-Year

17. Teaching Allowance (Rs/Month)

AE	500
AEE	600
EE	800

18. Spectacle Allowance : Rs. 3000/-every 5 years

19. Hydel Allowance/ Investigation Allowance : Rs. 4000/- month

Conditions in clause (a) in the existing pay revision order that the officers should stay in departmental quarters shall be deleted.

20. IT Allowance (Rs/Month)

Programmers	1500
System Administrators	1000

21. Conveyance Allowance to physically challenged employees: Rs.2000/-month

22. Educational Allowance to parents of

Physically/mentally challenged children : Rs. 1500/-month

23. CUG phone Allowance : Rs. 3000/-(once in 3 yrs)

24. Displacement & Settling Allowance : Rs. 2500/-month

6. General Issues

1. The existing time bound grade promotions to the officers on completion of 10, 18 and 25 years of service to be revised as 8, 15 & 21 with introduction of 4th time bound grade on completion of 26 years.
2. The service rendered in Government departments and PSUs/Institutions where KSR

applicable–the system prevailed in the Board earlier for counting the service rendered elsewhere for calculation of weightage for pay fixation and pension shall be restored.

3. LTC scheme shall be introduced for every 10 years of service. Actual journey days shall not be adjusted against any kind of leave.
4. Minimum two increments in the promoted post shall be ensured during promotion/time bound grade promotion.
5. Interest Free House Building Advance shall be allowed.
6. Staff quarters shall be constructed in major Cities/Towns.
7. Adequate toilet facilities shall be provided in all offices. In all offices, separate toilet for ladies shall be provided.
8. Crèche facility shall be arranged in required places/offices.
9. Adequate facilities/amenities shall be provided in the family quarters of Generating Stations/Substations. Fully furnished single accommodation shall be provided to officers working in Generating/Sub stations. Regular and proper maintenance shall be done in these quarters.
10. Adequate conveyance facilities shall be arranged to the staff working in remote places/cities for to and fro journey from office to Bus Stations/Railway Stations.
11. A training & research institute of international standard shall be started.
12. Adequate in-service and induction level training shall be imparted to all staff from time to time
13. Necessary retraining shall be imparted to the staff/officers while change in technology.
14. Adequate modern safety equipments, tools and uniform shall be provided to the required staff/officers.
15. All expenses towards medical treatment shall be fully reimbursed.
16. Medical treatment facility shall be provided at selected hospitals in every district and the expense for the treatment shall be paid directly by the Board. In other cases, the present medical benefit scheme shall be continued.
17. Employees doing research activities in subjects connected with power sector shall be given study leave with full salary.
18. Pension Scheme as available in KSR shall be extended to the employees recruited on after 01.04.2013.
19. Leave encashment facility for 45 days shall be restored.
20. TA & DA rates shall be revised along with pay revision.
21. All available vacancies shall be filled up by way of appointments/promotions.
22. The cadre strength of officers shall be reviewed every year considering the increase in

consumer strength/offices etc.

23. Suitable incentive system shall be introduced considering the excellence/outstanding performance in service.
24. Maternity Leave shall be enhanced to 1 year.
25. Paternity Leave shall be enhanced to 30 days.
26. Child care leave for a period of 1 year shall be granted.
27. All departmental enquiries and disciplinary proceedings thereon shall be completed within 1 year.
28. Non Liability Certificate shall be issued in a time bound manner. For which, auditing of the concerned office shall be completed within 3 years and liability, if any, shall be assessed and informed the concerned officer timely and properly. In cases where auditing is not completed within 3 years, the NLC shall be issued on the presumption that there will not be any liability against the officer. NLC for the last 3 years before retirement shall only be insisted for settling retirement claims of officers.
29. Special rules regulating appointments/promotions shall be modified in order to avoid ambiguities/litigations.
30. The qualifying service required for full pension shall be modified as 25 years.
31. The ceiling on terminal surrender of leave shall be dispensed with.
32. The condition of income limit insisted for Compassionate Employment Assistance Scheme shall be dispensed with.
33. Compassionate Employment Assistance shall be considered in Class II posts also.
34. All pay revision anomalies pending for rectification shall be settled at the earliest.
35. Meter Testing Units shall be started in all Electrical Circles. Required staff shall also be provided in these units.
36. In order to improve the performance of Electrical Sections and to effectively put to use new technology, certain modifications are essentially required in the structure, roles, duties & functions of officers etc. The above issue shall be discussed and finalised with the associations of officers.
37. The restriction on maximum number of allowances that can be claimed shall be lifted.