



GOVERNMENT OF KERALA

Abstract

Local Self Government Department - Establishment - Thrissur Corporation
Electricity wing – Revision of Pay - Orders issued.

LOCAL SELF GOVERNMENT (E.U.) DEPARTMENT

G.O.(Ms.).No: 96/2017/LSGD Dated, Thiruvananthapuram, 12/05/2017.

Read:- 1. G.O.(Ms.) No.160/2009/LSGD dated 13.08.2009.
2. G.O.(Ms.) No.46/2011/PD dated 23.11.2011.
3. Letter No.E2(1) - 2231/11 dated 21.05.2012 from the Secretary,
Thrissur Corporation.
4. Letter No.E4-9078/12 dated 19.06.2012, 03.06.2014, 19.08.2015 and
05.01.2016 from the Director of Urban Affairs, Thiruvananthapuram.
5. G.O.(Rt.) No.2021/2012/LSGD dated 23.07.2012.
6. G.O.(Ms.) No.44/2016/PD dated 26.02.2016.

ORDER

As per the Order read as 1st paper above, Government had issued orders revising the scales of pay and other allowances in respect of the employees coming under the Workmen Category and Officer Category in the Electricity Wing of Thrissur Corporation with effect from 01/08/2003 and 01/07/2003 respectively in accordance with the revision of pay and allowances ordered to the employees of Kerala State Electricity Board. The Kerala State Electricity Board has revised the scales of pay and other allowances of the Workmen and other Officer categories of Kerala State Electricity Board with effect from 01.08.2008 and 01.07.2008 respectively, as per the order read as 2nd and 6th papers above.

2. The Secretary, Thrissur Corporation and the Director of Urban Affairs have submitted proposals for the revision of scales of pay and other benefits to the employees of the Electricity Wing of Thrissur Corporation as per the letters read as 3rd and 4th papers above. The Director of Urban Affairs as per the letter dated 19.08.2015 has also requested to ratify the action of the Assistant Secretary, Thrissur Corporation Electricity Wing in having implemented retrospectively the benefit of Pay Revision 2008 of Electricity Board to the Officer Category with effect from 01.07.2008 and to the Workmen Category with effect from 01.08.2008 of Thrissur Corporation Electricity Wing.

3. Subsequently in the Government Order read as 5th paper above, Government had instructed the Director of Urban Affairs and Director of Local Fund Audit to furnish a combined report for the revision of scales of pay of

Workmen and Officer category of employees of Electricity Wing of Thrissur Corporation. They have submitted the combined report vide Letter No.E4-9078/12 dated 03.06.2014.

4. Government have examined the proposals in consultation with the Director of Urban Affairs and the Director of Kerala State Audit Department and are pleased to order the revision of scales of pay and other allowances to the Workmen Category and Officers Category of Electricity Wing of Thrissur Corporation with effect from 01/08/2008 and 01/07/2008 respectively as per the combined proposal submitted vide Letter No.E4-9078/12 dated 03.06.2014, and also keeping in view the orders issued vide 2nd and 6th papers above, as detailed below, and considering the financial position of Thrissur Municipal Corporation and are also pleased to ratify the action of the Assistant Secretary, Thrissur Corporation Electricity Wing in having implemented retrospectively the benefit of Pay Revision 2008 of Electricity Board to the Officer Category with effect from 01.07.2008 and to the Workmen Category with effect from 01.08.2008 of Thrissur Corporation Electricity Wing.

WAGES AND SALARIES FOR WORKMEN

A) REVISED SCALES OF PAY

The revised scales of pay will have effect from 01.08.2008.

MASTER SCALE

8200 -190/1 – 8390 -235/2 – 8860- 315/2 – 9490- 410/2 – 10310 -490/3 – 11780-605/ 2 – 12990 -740/5 -16690-870/6 – 21910- 945/6 – 27580 (29 Years)

TOTAL TIME SPAN: 29 Years

INCREMENT RATES: 190, 235, 315, 410, 490, 605, 740, 870, 945.

Categories and Revised Pay Scales

Name of Post	Existing Scale	Proposed Scale
Electricity worker (Mazdoor)	4990 – 130/1 – 5120 – 160/2 – 5440 – 215/2 –	8200-190/1-8390-235/2 -8860-315/2-9490-410/
Office Attendant II Watchman II	5870 – 280/2 – 6430 – 335/3 - 7435	2-10310-490/5 -12760 (12 Years)
Office Attendant Gr I	5120 – 160/2 – 5440 – 215/2 – 5870 – 280/2 –	8390-235/2-8860-315/2 -9490 - 410/2 – 10310 -

Line man Gr II Watchman GrI	6430 – 335/3 – 7435 – 415/1 – 7850	490/3 – 11780 – 605/3- 13595 (12 Years)
Line man Gr I Senior OA Senior Watchman	5440 – 215/2 – 5870 – 280/2 – 6430 – 335/3 – 7435 – 415/2 – 8265 – 510/4 – 10305	8860-315/2 – 9490 – 410/2 -10310 – 490/3- 11780-605/2 12990- 740/6-17430 (15 Years)
Driver Grade II Filter Operator Cable Jointer II Meter Mechanic II Meter Reader Junior Assistant Cashier L.D.Typist (Junior Fair copy Assistant)	6765-335/2-7435– 415/2 – 8265 – 510/5 – 10815 – 600/3 – 12615	10800-490/2-11780- 605/2-12990-740/5- 16690-870/5 -21040 (14 Years)
Overseer	7435– 415/2 – 8265 – 510/5 – 10815 –600/5 – 13815	11780-605/2-12990- 740/5-16690-870/7-22780 (14 Years)
Driver Grade I Senior filter Operator	7850-415/1 -8265 – 510/5 – 10815 –600/6 – 14415	12385-605/1-12990- 740/5-16690-870/8 -23650 (14 years)
Senior Assistant U.D. Typist (Senior Fair Copy Assistant)	8265 – 510/5 – 10815 – 600/6 – 14415-650/1- 15065	12990-740/5-16690- 870/6-21910-945/3-24745 (14 Years)
Sub Engineer Meter Tester Cable Jointer I Meter Mechanic I	9285 – 510/3-10815-600/6 – 14415-650/2-15715	14470-740/3-16690- 870/6-21910-945/4-25690 (13 Years)
Special Grade Driver II	9795-510/2-10815-600/6- 14415-650/3-16365	15210-740/2-16690- 870/6-21910-945/5-26635 (13 Years)
Special Grade Driver I	10305-510/1-10815- 600/6-14415-650/4-17015	15950-740/1-16690- 870/6-21910-945/6-27580 (13 Years)

B) RULES OF PAY FIXATION

I. Weightage

- 1) (a) Weightage for the past service in the Thrissur Corporation Electricity Department will be allowed at the rate of 0.6% (zero point six percentage) of the Basic Pay in the pre revised scale for each completed year of service as on 31.07.2008, subject to a minimum of Rs 120/and maximum of 15 % (fifteen percentage). For the purpose of calculating weightage, fraction of a year, if any, consisting of six months or more will be rounded to the next higher year and fraction of year consisting of less than six months will be ignored.
- 2) The weightage will be admissible only to the employees in regular service of the Thrissur Corporation Electricity Department as on 31.07.2008.
- 3) Broken periods of provisional service in the Thrissur Corporation Electricity Department will count for weightage under this clause, if it has been counted for increments under the service of the Thrissur Corporation Electricity Department. Time spent on leave not counted for normal increments will not be reckoned for this purpose.
- 4) In the case of Thrissur Corporation Electricity Department employees who are appointed to higher categories in Thrissur Corporation Electricity Department service itself by direct recruitment, through Kerala Public Service Commission, the service put in by such employees in the Thrissur Corporation Electricity Department prior to appointment to the higher post will also be counted for the purpose of weightage
- 5) Former Government service followed by Thrissur Corporation Electricity Department service without break will be counted for the purpose of computing qualifying service for weightage.
- 6) In the case of former CLR/ TLR/ HR workers who are appointed as regular employees, their actual casual service from November 1978 are also be counted for weightage.
- 7) The actual period of CLR service of the employees in the Thrissur Corporation Electricity Department who were appointed in the regular service of the Thrissur Corporation Electricity Department under Compassionate Employment Scheme will be counted for weightage.
- 8) The period of contract service/employment service/service on consolidated pay in Thrissur Corporation Electricity Department followed by regular appointment in the Thrissur Corporation Electricity Department will be counted for weightage.

Note: Leave without Allowance on Medical certificate, Leave without Allowance for 60 days taken in continuation of Maternity Leave will also be counted for weightage.

II Fixation of Pay in the revised scale:

1) The pay of an employee in service as on 01.08.2008 will be fixed in the revised scale as follows:

- a) Add to the basic pay in the pre revised scale as on 31.07.2008 the following:
 - (i) An assured fitment benefit of Rs1250/(Rupees One Thousand Two Hundred and Fifty only) or 10 % of the basic pay in the pre revised scale, whichever is higher.
 - (ii) 45 % DA admissible on the existing pay in the pre revised pay scale.
 - (iii) Weightage admissible under Clause (I) above.
 - (iv) Drop in pay treated as personal pay vide BO (FB) No. 1771/2008 (PSI/101/2006Part II) dated 17.07.2008.
- b) If the amount arrived at as per clause (a) above is less than the minimum of the revised scale, the pay of the employee will be fixed at the minimum of the revised scale.
- c) If the pay arrived at as per clause (a) above is more than the maximum of the revised scale of pay, the revised pay will be fixed at the maximum, the difference being treated as 'personal pay'. This 'personal pay' will count for all purposes, namely, subsequent fixation of pay, leave salary, drawal of allowances including Dearness Allowance and pension.
- d) In other cases, the pay of the employee will be fixed at the next higher stage in the revised scale whether it represents a stage in the revised scale or not.
- e) The pay arrived at as per sub clause (b), (c) and (d) above, as the case may be, shall be the pay as on 01.08.2008 in the revised scale of pay.

Note: Basic pay as mentioned in clause 10 (a) above includes basic pay, personal pay and stagnation increment drawn in the pre revised scale as on 31-07-2008.

2) Option facility will be allowed.

- 3) a) The next increment in the revised scale will be given on the date on which normal increment falls due in the pre revised scale
- b) If an employee draws his next increment in the revised scale under clause 11 (a) above, and thereby becomes eligible for higher pay than his senior whose next increment falls due at a later date, the pay of such senior will be refixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay.
- c) In the case where the pay of an employee is stepped up in terms of clause 11 (b) above, the next increment will be granted after completing one year service for the next increment.

- 4) In cases where a senior employee promoted to higher post/granted grade promotion before 01.08.2008 draws less pay in the revised scale than his junior promoted to the higher post / granted grade promotion after the said date, the pay of the senior employee will be stepped up to the level of the pay of the junior with effect from the date on which the junior draws more pay provided that:
- (i) The senior and the junior employee shall belong to the same category and should have been promoted to the same category of post.
 - (ii) Both the pre revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical.
 - (iii) The senior employee at the time of promotion/grade promotion has been drawing equal or more pay than the junior.
 - (iv) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay.
 - (v) The anomaly should not have arisen due to any advance increments granted to the junior in the lower post or due to increased service weightage to the junior

Note: a) If, in the pre revised scale in the lower post, the junior employee was drawing more pay than the senior, the senior to such junior will have no claim over the pay of the junior.

b) In case where pay of an employee is stepped up in terms of clause (12) above, the next increment shall be granted after completing the required service of one year in the new scale from the date of stepping up of pay.

- 5) If during the period of operation of this settlement, any employee reaches the maximum of the revised scale applicable to him and thereby stagnates in the scale, he will be permitted to draw five more increments annually as stagnation increments, at the rate of the increment he last drew in the revised scale. In case an amount which is equal to or more than five stagnation increments in the revised scale has to be used for fixation of pay vide clause 10(c) above, he/she will not be entitled to any further annual stagnation increments in the revised scale. However, if an amount of less than five stagnation increments as above has been used for fixation of pay, he/she will be entitled to draw the balance number of stagnation increments which has not been used for fixation of pay vide Clause 10 (c).
- 6) (i) Notwithstanding Clause 9 (c) and Clause 13 above, if any workman who is ineligible to draw any further increments in the revised scale, has drawn increments in the pre revised scale between 01.08.2008 and the date of this settlement, such increments drawn in the pre revised scale, together with applicable DA will be protected till the date of retirement or the date of next settlement

(ii) If he/she is benefited by any amount greater than the protected amount by way of promotion/grade promotion, the above protection will not continue. If the benefit due to promotion/grade promotion is less than the protected amount as in para 15 (i), the difference between the protected amount and the benefit granted by way of promotion/grade promotion will be protected as stated in para 15 (i). This protected amount will not count for any other purpose including DA, Pension, Earned Leave Surrender etc.

Note: The protected amount as on 31.07.2008 allowed as per G.O.(MS) No. 160/09/LSGD dated 13-08-2009 (clause 14) will continue to be given till their retirement or till the date of next settlement whichever is earlier. This protected amount will not count for any other purpose including DA, Pension, and Earned Leave Surrender etc.

C) Allowances

1) Dearness Allowance

Dearness Allowance admissible will be paid at the following rates in the revised scale from time to time.

Date of effect	Percentage of increase in DA applicable to KSEB Employees	Total DA applicable to KSEB Employees
01.01.2009	7 % of Pay	7 %
01.07.2009	6 % of Pay	13%
01.01.2010	9.048% of Pay	22.048 %
01.07.2010	11.310 % of Pay	33.358 %

Note: The rate of DA in Thrissur Corporation Electricity Department will be determined by multiplying the factor of 1.1310 with the rate of DA announced by the State Government with effect from 01-01-2010 onwards.

2) House Rent Allowance

House Rent Allowance is revised based on the revised pay ranges and classification of cities / places as shown below.

Pay Range	Amount of HRA Payable			
	B class city Rs	C class city/ Town Rs	Towns not in B & C Class Rs	Unclassified Places Rs
1	2	3	4	5
8200 - 11095	560	390	390	280
11096 - 21254	840	550	480	
21255 - 25799	1050	700	530	
25800 - 29777	1400	950	530	
29778 & above	1680	1110	530	

Note :

- (1) For the purpose of this clause, B Class City means the cities of Thiruvananthapuram, Kochi (including Kakkanad), Kozhikode, Kollam and Thrissur
- (2) "C Class City / Town" means the cities/ towns of Alappuzha, Changanacherry, Kanhangad, Kannur, Kasargod, Kayamkulam, Kunnankulam, Kottayam, Malappuram, Manjeri, Nedumangad, Neyyattinkara, Palakkad, Payyannur, Ponnani, Quilandy, Thaliparamba, Thiruvalla, Tirur, Vadakara, Nattakam, Kumaranalloor and Thalasserry.
- (3) "Towns not in B & C Class" means all other Municipal areas and townships as well as District and Taluk Head quarters not coming under B & C Class City/Town.
- (4) The rates will apply only to the offices situated within the City / Municipal limits.
- (5) Workmen working in New Delhi will be eligible for HRA at Government of India rates as applicable at that place with effect from 01.08.2008.

3. Rent Recovery

With effect from the date of coming over to the revised scale, rent at the following rates will be recovered from Government employees residing in Government Quarters.

Sl. No	Range	Rate
1	Those who are in the Scale of Pay between Rs.8500-13210 and Rs.20740-36140	Nil
2	Those who are in the Scale of Pay of and above Rs.21240-37040	2% of Basic pay

Note:-

1. Basic pay for the purpose of this clause will include Personal Pay, Dearness Pay and Special Pay.

4) City Compensatory Allowance

City Compensatory Allowance for employees working in offices located within the city limits of Thiruvananthapuram, Kollam, Kochi (including Kakkanad), Thrissur and Kozhikode will be as shown below.

SINo	Pay Range (Basic pay)	Rate per month (Rs.)
1	Below Rs. 8346	200
2	Rs.8346 and above but below Rs.11971	250
3	Rs.11971 and above but below Rs.15013	300
4	Rs 15013 and above	350

Note:

Workmen working in New Delhi will be eligible for CCA at Government of India rate as applicable at that place with effect from 01-08-2008

(5) Medical allowance

The existing rate of medical allowance of Rs. 45/per month will be revised to Rs.55/month.

Note:

- a) In the case of workmen drawing Medical Allowance, reimbursable claims for medical expenses amounting to Rs.100/and above at a time will only be admitted for reimbursement with effect from 01.04.2011. Reimbursable claims below Rs.100/at a time will not be admitted. The existing medical reimbursement schemes will continue to apply subject to the above modification. Further, while reimbursing the admissible medical claims of and above Rs.100/, the amounts, if any, already drawn as Medical Allowance for the month/s covering the period of the claim will be deducted from the total reimbursable amount. For this purpose, part of a month will be counted as full month.

- b) The scheme for reimbursement of medical claims will be continued.
- c) The revised scheme for reimbursement of medical expenses consequent to accidents to workmen who come under the Workmen's Compensation Act, 1923 will also be continued.
- d) Full reimbursement of medical expenses will be provided to Thrissur Corporation Electricity Department employees for the accidents occurred during the course of employment including the reimbursement of expenses for food charged by the hospital for one by stander also irrespective of the hospital admitted for treatment.

6) Local Delivery Allowance

The rate of Local Delivery Allowance now being paid at Rs.40/per month to the Office Attendants is revised to Rs.50/per month.

7) Spread Over Allowance

Spread over Allowance will be paid at the revised rates to categories of posts as shown below :-

Category	Existing Rate	Revised Rate
Lineman Gr I Lineman Gr II	260	300
Overseer	280	320
Sub Engineer	300	340

Note:

- a) Spread Over Allowance will be extended to the Electricity Workers at the rate of Rs.190/and to Executive staff up to Sub Engineers at the above rates.
- b) The allowance will be extended to the workmen posted for duty in the Communication Units, Relay Units, PET, and for maintenance duty in Sub Stations and Generating Stations.
- c) This allowance will not be payable where overtime wages are being paid to such categories.
- d) In Electrical Sections, staff under Break down Wing has to attend the spread over duty. Duty time of staff under Capital& Maintenance Wing and field staff under Revenue Wing has been limited from 8.00 am to 5.00 pm. In case of exigencies they are bound to attend the duties assigned and Spread Over Allowance will be given in prorate basis. Workmen in Independent Centres and Transformer Field Repairing Units are also eligible for this allowance.
- e) Sub Engineers in Electrical Sections are also eligible for this allowance.

8) Shift Duty Allowance

Shift Duty Allowance will be paid at the revised rate to categories of posts as shown below.

Categories	Existing rate (Rs)	Revised rate (Rs)
Lineman Gr II / Lineman Gr.I & Watchman	85	95
Overseer	90	100
Sub Engineer	95	105

- Note:** a) This allowance is payable to those workmen who are required to Work in shifts including the night shifts.
b) This allowance at the above rates will be extended to the workmen working in Control Rooms also.

9) Extra Duty Allowance for Drivers and Office Attendants

- Extra Duty Allowance now being paid to the Drivers at the rate of Rs 260/per month will be enhanced to Rs 300/per month.
- Extra Duty Allowance now being paid at the rate of Rs 35/per month to the Office Attendants attending to the works in the Office of Chairman, Full Time Members, LA & DEO, Chief Vigilance Officer and Secretary to the Thrissur Corporation Electricity Department will be enhanced to Rs 100/per month. Office Attendant attached to the above Officers is eligible for this allowance.

10) Uniform Allowance

'Uniform Allowance' will be paid every year to the following categories who have to wear uniform, subject to the conditions as shown below.

Categories	Existing rate (Rs)	Revised rate (Rs)
Male	1000/Per Year	1350/per year
Female	700/Per Year	950/per year

- Note :** i. Uniform allowance will not be paid to those who are not wearing the prescribed uniform during duty hours.
ii. The payment will be made every year based on a certificate regarding wearing of uniform from the controlling officer.
iii. The controlling officers shall discontinue sanctioning of uniform allowance and recover the allowance sanctioned earlier, if a workman does not wear uniform during duty time.

11) Night Duty Allowance

The existing rate of Rs 10/per day of full night duty will be revised to Rs 15/per day of full night duty. This allowance is not payable where shift duty allowance is paid.

Note : Eligible Night Duty Allowance of workmen from 16th of previous month to 15th of current month will be preferred in the pay bill of the current month.

12) Risk Allowance

The Security Allowance now being paid to the employees engaged for cash collection in Electrical Sections will be paid an amount of Rs.90/per month as Risk Allowance.

13) Store Allowance

Store Allowance will continue to be paid at the existing rates to the categories of posts as shown below.

Categories	Rate (Rs.)
Senior Assistant	75
Sub Engineer	100

14) Technical Allowance

Technical allowance will continue to be paid at the existing rates to categories of posts as shown below.

Categories	Rate (Rs.)
Overseer (Civil) & (Electrical) working in DB	35
Sub Engineer working in DB	40

15) Special Allowance to Duplicator Operators/Blue Printers/Office Attendants

The Special Allowance to Duplicator Operators, Blue Printers and Office Attendants performing the above duty being paid at the rate of Rs 40/per month will continue at the existing rate. This allowance is payable to those operating duplicating machine and will not be paid to more than one person in an office at a time.

16) Conveyance Allowance

The Conveyance Allowance now being paid to the Electricity Workers and Executive Staff, including Meter Readers in the Distribution Sections, will be revised from Rs. 200/to Rs.300/per month irrespective of the mode of

conveyance used. Senior Assistants of Regional Audit Offices in Municipalities/Corporation areas and System Supervisors are also eligible for this allowance. Those employees drawing Kayal Allowance at present will be eligible for conveyance allowance. Those employees working under the Breakdown Wing in Electrical Section Offices will be paid Conveyance Allowance at Rs. 350/per month.

Note: This allowance is intended to compensate the expenses for travel incidental to the discharge of their duties in their respective areas of work within a distance of 8 Kms from headquarters. The other conditions for payment of this allowance will remain unaltered.

17) Heavy Duty Allowance for Electricity Workers in Stores

Heavy Duty Allowance for Electricity Workers in Stores will continue to be paid at the existing rates based on pay ranges as given below.

Existing Pay range	Rate (Rs.)
Up to Rs.9771/-	60
Rs 9772/- to Rs.10580	70
Rs. 10581/- and above	80

18) Spectacle Allowance

The one time allowance of Rs 500/norw being paid to the employees will be revised to Rs.1000/twice in service. This allowance will be paid based on a declaration furnished by the employee along with the cash bill to the effect that the spectacle has been purchased for his own use and has not availed/availed once of this benefit. The present practice of entering the receipt of this allowance in the Service Book of the employee will be strictly followed.

19) Conveyance Allowance to Physically Challenged Thrissur Corporation Electricity Department Employees

The rate of conveyance allowance to physically challenged regular employees will be revised from Rs 300/per month to Rs 600/per month

20) Special Allowance to Workmen Engaged in Spot Billing

The workmen below the rank of Meter Readers who are engaged for Meter Reading (Spot Billing) and workmen below the rank of Cashiers who are engaged as Cashier Trainees will be paid during the period of such engagement, an amount equal to two increments they are actually drawing in their respective scale of pay with effect from 01-01-2001.

21) Education Allowance to parents of physically/mentally challenged children

This allowance will be paid at the rate of Rs. 500/per month to those employees whose physically/mentally challenged child/children are undergoing studies in Special/General Schools.

22) I T Allowance for Programmers and System Supervisors

An amount of Rs. 1000/per month will be paid to those employees who are actually performing the duties of Computer Programmers. System Administrators will be paid an amount of Rs. 500/- per month as I T Allowance. Employees working as System Supervisors will be paid an amount of Rs 200/per month.

23) Paternity Leave:

Paternity leave for 10 days each for two children will be sanctioned to serving male employees at the time of delivery of their wives.

24. Special Casual Leave for the employed parents of physically/mentally challenged children:

Special casual leave for 15 days in a year will be sanctioned to those employees having physically/mentally challenged children as per state government rules regarding this.

25. Special Leave for undergoing Chemotherapy Radiation / Kidney Transplantation etc.

Special Casual Leave for a maximum of 45 days will be sanctioned to those employees who undergo Chemotherapy or Radiation and Kidney Transplantation as per state government rules..

26. Traveling Allowance

All Government Orders issued by the Government of Kerala regarding T.A. is also applicable to TCED also.

General

- (a) Payment of allowances to workmen will be limited to any of the two allowances only at their choice in addition to DA, HRA, CCA and Medical Allowance.
- (b) Conveyance Allowance, Spread Over Allowance, Night Duty Allowance, Tunnel Allowance, Headquarters Extra Duty Allowances to Drivers, Thermal Allowance and allowances payable annually or once/twice in service, are exempted from the above restriction in (a) above.

D) Date of Effect and Drawal of Arrears

(1) Date of Effect

- (i) Pay, Dearness Allowance and Medical Allowance at revised rates will be paid from 01.08.2008.
- (ii) House Rent Allowance and City Compensatory Allowance at revised rates will be paid with effect from the date from which the revised rate is granted to State Government Employees.
- (iii) All other existing allowances including Over Time Wages and Incentive Allowance will be paid at the revised rates wherever applicable, from 01.04.2011.
- (iv) All ratio promotions shall have effect from 01.04.2011

(2) Drawal of Arrears

- (i) Though the revision of Pay and Allowances, other than those specifically excluded is effective from 01.08.2008, the arrears from 01.08.2008 to 31.12.2010 will be credited to the respective GPF account of the employees concerned. The arrears from 01.01.2011 will be paid in cash. Income tax liable towards the arrears accrued for the period from 01.08.2008 to 31.03.2011 shall be recovered from the arrear and the balance only be credited to the GPF Account. If the employee opts otherwise, the entire amount of arrears shall be credited to the GPF account.
- (ii) No withdrawals other than the final withdrawal will be allowed from the arrears of pay and allowances thus credited to the GPF account till 31.07.2017. The employees in whose cases it is not obligatory to maintain GPF account will be paid the entire arrears in cash. Those employees who have already retired or relinquished Thrissur Corporation Electricity Department service after 01.08.2008 will be paid the entire arrears in cash.
- (iii) Those employees who will be retiring or relinquishing service on or before 31.03.2017 will also be paid the arrears in lump on their retirement or relinquishment of service.

E) Staff Pattern

The existing staff pattern as per government sanction will continue until further orders.

F) Work Norms and Incentives

Existing work norm and rates of incentive allowances and its payment conditions will continue as such for the time being .

G) Grade Promotion

The existing provision for granting time bound grade promotion will continue as such for the time being.

OFFICERS CATEGORY

1. Applicability

The revision of Pay and allowances ordered herein will be applicable only to Officers in the regular service of the Thrissur Corporation Electricity Department as on 30.06.2008 and who were continuing in service on 01.07.2008, unless otherwise specified.

2. Scales of pay

The existing master scale and the different scales of pay of officers are revised as follows: -

Master Scale

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

Name of Post	Existing Scale	Proposed Scale
Assistant Engineer/ Senior Superintendent/ Fair Copy Superintendent	13215-600/2-14415- 650/6-18315-780/3- 20655 (11 years)	20170-870/2-21910- 945/6-27580-1130/5- 33230 (13Years)
Assistant Executive Engineer /Assistant Accounts Officer/ Senior Fair Copy Superintendent	17015-650/2-18315- 780/3-20655-890/4- 24215 (9 Years)	25690-945/2-27580- 1130/6-34360-1290/4- 39520 (12 Years)
Accounts Officer	17665-650/1-18315-	26635-945/1-27580-1130/6-

	780/3-20655-890/4-24215-950/1-25165(9Years)	34360-1290/5-40810-1380/1-42190 (13 Years)
Executive Engineer	19095-780/2-20655-890/4-24215-950/4-28015 (10 Years)	28710-1130/5-34360-1290/5-40810-1380/5-47710 (15 Years)
Senior Accounts Officer/ Senior Finance Officer/ Deputy Chief Accounts Officer	19875-780/1-20655-890/4-24215-950/5-28965 (10 Years)	29840-1130/4-34360-1290/5-40810-1380/5-47710-1520/1-49230 (15 Years)

3. Cadre Pay

The cadre pay of the officers is revised as below considering the qualifications, risk factor in the power sector, skill level and also the duties and nature of work.

Asst Executive Engineer / Asst Accounts Officer / Senior Fair Copy Supt etc	Rs250/-
Asst Engineer / Sr. Superintendent / Divisional Accountant.	Rs200/-

Cadre pay will be reckoned as part of pay having eligibility for DA, HRA, other allowances and pensionary benefits. However, no junior / senior fixation will be allowed on the basis of cadre pay.

4. Rules of Pay Fixation

- 4.1. All the Officers of the Thrissur Corporation Electricity Department who were in the regular service as on 30.06.2008 and who were continuing in service on 01.07.2008 will be given an assured minimum benefit of Rs. 1250/- (Rupees One thousand two hundred and fifty only) or 10 % of Basic Pay as on 30.06.2008 in the pre-revised pay scale, which ever is higher.
- 4.2. 45 % D.A on the existing pay in the pre-revised pay scale may be merged with the pay as on 30.06.2008.

4.3. Quantum of Weightage

- (a) Weightage for the past service in the Thrissur Corporation Electricity Department will be allowed at the rate of 0.6 % (Point Six Percentage) of the basic pay in the pre-revised scale for each completed year of service as on 30.06.2008, subject to a minimum of Rs.120/- and maximum of 15 % (Fifteen percentage).

- (b) Weightage may be admissible only to the officers in Thrissur Corporation Electricity Department's service as on 30.06.2008 and who were continuing in service on 01.07.2008.
- (c) For the purpose of calculating weightage, fraction of a year, if any, consisting of six months or more will be rounded to the next higher year and fraction of year consisting of less than six months will be ignored.
- (d) For the purpose of weightage, fraction of a rupee, if any, will be rounded off to the next higher rupee.

4.4 Service up to 30.06.2008 that will count for weightage

- (a) Qualifying service in Thrissur Corporation Electricity Departments on 30.06.2008.
- (b) Broken periods of provisional service in the Thrissur Corporation Electricity Department will count for weightage under this clause, if it has been counted for increments under the service of the Thrissur Corporation Electricity Department.
- (c) Leave Without Allowance on Medical Certificate
[B.O (FB) No.532/2007(Estt.I/251/07) dtd.07.03.2007]
- (d) Leave without Allowance for 60 days taken in continuation of Maternity Leave.
[B.O (FB) No.532/2007(Estt.I/251/07) dtd.07.03.2007]
- (e) Previous service put in by the Officers in Thrissur Corporation Electricity Department prior to appointment to the higher post, through Kerala Public Service Commission by direct recruitment.
- (f) Former Government service (both Central and State) followed by Thrissur Corporation Electricity Department service without break and reckoned by the Thrissur Corporation Electricity Department.
- (g) In the case of former CLR/ TLR/ HR workers who had applied in response to the Thrissur Corporation Electricity Department's Notification of October 1975 and who were later appointed by the Thrissur Corporation Electricity Department to be Casual Workers pending their regularization as Mazdoors (Electricity Workers), their actual casual service pending regularization by the Public Service Commission from November 1978 will also be counted for weightage as per this order, if they have been regularized in the Thrissur Corporation Electricity Department Service either by Thrissur Corporation Electricity Department or by the Public Service Commission on or before 30.06.2008.
- (h) The provisional service rendered by the Provisional Lineman / Meter Reader from February 1989 will be reckoned.
- (i) The actual period of CLR service of the employees in the Thrissur Corporation Electricity Department who were appointed under Compassionate Employment Scheme will be counted for weightage.

- (j) All services mentioned under Para V of Circular LTS/93 dated 17.10.1995 of the FA&CAO other than above will be reckoned for computing qualifying service for weightage to this revision.

4.5 Service up to 30.06.2008 that will not count for weightage

- (a) Time spent on leave not counted for normal increments
- (b) The period of increment barred with cumulative effect
- (c) The period of suspension
 - (i) Not regularized
 - (ii) Period treated as period not spent on duty
 - (iii) Regularized as Leave without Allowance
- (d) Unauthorized absence even if subsequently regularized
[B.O (FB) No.532/2007(Estt.I/251/07) dtd.07.03.2007]
- (e) Leave without Allowance on personal ground, for employment in India or abroad, for joining spouse, for study purpose, as governed by B.O (FB) No.532/2007 (Estt.I/251/07) dated 07.03.2007
- (f) Prior service in Government or elsewhere rendered by Officers who entered Thrissur Corporation Electricity Department service on or after 01.07.2003.

4.6 Pay Fixation

The Pay of an Officer in service as on 01.07.2008 will be fixed in the revised scale of pay as follows.

- (a) Add to the Basic Pay in the pre revised scale as on 30.06.2008, the following:
 - (i) An assured fitment benefit of Rs 1250/- (Rupees One thousand two hundred and fifty only) or 10 % of the Basic Pay in the pre-revised scale, whichever is higher.
 - (ii) 45 % DA on the existing pay in the pre revised pay scale.
 - (iii) Weightage admissible under Clause 4 .3 above.
- (b) If the amount arrived at as per sub clause (a) above is less than the minimum of the revised scale, the pay of the Officer will be fixed at the minimum of the revised scale.
- (c) If the pay arrived at as per sub clause (a) above is more than the maximum of the revised scale of pay, the revised pay will be fixed at the maximum, the difference being treated as 'Personal Pay'. This 'Personal Pay' will count for all purposes, namely, subsequent fixation of pay, leave salary, drawal of allowances including Dearness Allowance and pension.
- (d) In other cases, the pay of the Officer will be fixed at the next higher stage in the revised scale, whether it represents a stage in the revised scale or not.
- (e) The pay arrived at, as per sub clause (b), (c) & (d) above, as the case may be, will be the pay of the Officer as on 01.07.2008 in the revised scale.

Note

Basic pay as mentioned in 4.6 (a) includes basic pay, personal pay and stagnation increments drawn in the pre-revised scale as on 30.06.2008

5. Option facility will be allowed for switching over to the revised scale of pay.

6. (a) The next increment in the revised scale will be given on the date on which the normal increment falls due in the pre-revised scale.

(b) If an Officer draws his next increment in the revised scale under clause 6 (a) above, and thereby becomes eligible for higher pay than his senior whose next increment falls due at a later date, the pay of such senior will be re-fixed equal to the pay of the junior from the date on which the junior becomes entitled to higher pay.

(c) In cases where the pay of an Officer is stepped up in terms of clause 6 (b) above, the next increment will be granted after completing one year service from such step up.

7. In cases where a senior promoted to higher post/granted grade promotion before 01.07.2008 draws lesser pay in the revised scale than his junior promoted to the higher post/granted grade promotion after the said date, the pay of the senior officer will be stepped up to the level of the pay of the junior with effect from the date on which the junior draws more pay provided that:

(a) The senior and the junior officers should belong to the same category and should have been promoted to the same category of post.

(b) Both the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical.

(c) The senior at the time of promotion/grade promotion has been drawing equal or more pay than the junior.

(d) The anomaly should have arisen directly as a result of the introduction of the revised scale of pay.

(e) The anomaly should not have arisen due to any advance increment granted to the junior in the lower post or due to increased service weightage to the junior or due to loss of increment to the senior.

Note: -

(i) If, in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increment granted to him, the senior to such junior has no claim over the pay of the junior.

(ii) In case where the pay of an officer is stepped up in terms of clause 7 above, the next increment will be granted as per existing rules.

8. The pay of a new officer, who joins Thrissur Corporation Electricity Department service on or after 01.07.2008, will be stepped up by adding the first increment in the scale of pay on the date of joining duty.

9. If, during the period of operation of this revision, any officer reaches the maximum of the revised scale of pay applicable to him and becomes ineligible for any increment in their existing scale, he will be granted stagnation increments (as in Government). Stagnation increment will be granted to those officers also who reach maximum of the master scale (i.e. Rs 55310/-) In case an amount which is equal to or more than stagnation increments as in Government in the revised scale has to be used for fixation of pay vide clause 4. 6 (c) above, he/she will not be entitled to any further annual increments in the revised scale. However, if an amount of less than stagnation increments as in Government has been used for fixation of pay, he/she will be entitled to draw the balance number of stagnation increments (annually or biennially as the case may be), which has not been used for fixation of pay vide clause 4 .6 (c).
10. (i) Notwithstanding Clause 4.6 (c) and Clause 9 above, if any officer who is ineligible to draw any further increments in the revised scale, has drawn increments in the pre-revised scale between 01.07.2008 and the date of this pay revision, such increments drawn in the pre-revised scale, together with applicable DA will be protected till the date of retirement or the date of next pay revision.
- (ii) If he/she is benefited by any amount greater than the protected amount by way of promotion/grade promotion, the above protection will not continue. If the benefit due to promotion/grade promotion is less than the protected amount as in para 10 (i), the difference between the protected amount and the benefit granted by way of promotion/grade promotion will be protected as stated in para 10 (i). This protected amount will not count for any other purpose including DA, Pension, Earned Leave Surrender etc.

I REVISION OF ALLOWANCES

1) DEARNESS ALLOWANCE

Dearness Allowance admissible will be paid to the officers of the Thrissur Corporation Electricity Department, at the following rates in the revised scale and will continue to be paid as admissible to employees of State Government, from time to time.

Date of effect	Percentage of increase in DA applicable to KSEB Employees	Total DA applicable to KSEB Employees
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01.01.2009	7 % of Pay	7 %
01.07.2009	6 % of Pay	13%
01.01.2010	9.048% of Pay	22.048 %
01.07.2010	11.310 % of Pay	33.358 %

Note: The rate of DA in Thrissur Corporation Electricity Department will be determined by multiplying the factor of 1.1310 with the rate of DA announced by the State Government from 01.01.2010 onwards.

2) HOUSE RENT ALLOWANCE

House Rent Allowance is revised based on the revised pay ranges and classification of cities / places as shown below.

Pay Range	Amount of HRA Payable			
	B class city Rs	C class city/ Town Rs	Towns not in B & C Class Rs	Unclassified Places Rs
1	2	3	4	5
8200 - 11095	560	390	390	280
11096 - 21254	840	550	480	
21255 - 25799	1050	700	530	
25800 - 29777	1400	950	530	
29778 & above	1680	1110	530	

Note :(1) For the purpose of this clause, B Class City means the cities of Thiruvananthapuram, Kochi (including Kakkanad), Kozhikode, Kollam and Thrissur

3) RENT RECOVERY

With effect from the date of coming over to the revised scale, rent at the following rates will be recovered from Government employees residing in Government Quarters.

Sl. No	Range	Rate
1	Those who are in the Scale of Pay between Rs.8500-13210 and Rs.20740-36140	Nil
2	Those who are in the Scale of Pay of and above Rs.21240-37040	2% of Basic pay

Note:-

1. Basic pay for the purpose of this clause will include Personal Pay, Dearness Pay and Special Pay.

4) CITY COMPENSATION ALLOWANCE

City Compensatory Allowance for employees working in offices located within the city limits of Thiruvananthapuram, Kollam, Kochi (including Kakkanad), Thrissur and Kozhikode will be as shown below.

SINo	Pay Range (Basic pay)	Rate per month (Rs.)
1	Below Rs. 8346	200
2	Rs.8346 and above but below Rs.11971	250
3	Rs.11971 and above but below Rs.15013	300
4	Rs 15013 and above	350

(5) MEDICAL ALLOWANCE

The existing rate of medical allowance of Rs 45/- per month being paid to officers will be revised to Rs 55/- per month with effect from 01.07.2008.

Note:

- a) In the case of workmen drawing Medical Allowance, reimbursable claims for medical expenses amounting to Rs.100/and above at a time will only be admitted for reimbursement with effect from 01.04.2011. Reimbursable claims below Rs.100/at a time will not be admitted. The existing medical reimbursement schemes will continue to apply subject to the above modification. Further, while reimbursing the admissible medical claims of and above Rs.100/, the amounts, if any, already drawn as Medical Allowance for the month/s covering the period of the claim will be deducted from the total reimbursable amount. For this purpose, part of a month will be counted as full month.
- b) The scheme for reimbursement of medical claims will be continued .
- c) Full reimbursement of medical expenses will be provided to Thrissur Corporation Electricity Department employees for the accidents occurred during the course of employment including the reimbursement of

expenses for food charged by the hospital for one by stander also irrespective of the hospital admitted for treatment.

6) SPECIAL DUTY ALLOWANCE

Special Duty Allowance paid to the officers of the Thrissur Corporation Electricity Department will be revised as follows: (In Rupees per month)

Designation	Existing Rate	Revised Rate
Assistant Engineers in Electrical Section Offices	300	500
Assistant Engineers in Generation Stations, EHV Sub Stations, EHV Transmission lines in commercial operations / under construction, Relay Units, Communication Units, Meter Testing Units, Civil Maintenance Units in Projects, Anti-Power Theft Squad, Technical Cell and for Legal Liaison Officer at Kochi.	300	320
Asst. Executive Engineers in charge of 220 KV Sub Stations, Electrical Sub Division, Major Trans. Sections / EHT Line Construction, Communication Units, Relay units, Meter Testing Units, APT Squad, Technical Cell, EHV Line Maintenance.	325	345

Note: -

This allowance will not be paid to those who are drawing Shift Duty Allowance irrespective of whether they are working in the Distribution, Transmission, Generation or any other Wing.

7. SHIFT DUTY ALLOWANCE

The existing rates of Shift Duty Allowance will be revised as follows: -

Designation	Existing Rate	Revised Rate
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Assistant Engineers	145	170
Asst. Executive Engineers	170	200
Executive Engineer	195	225

8. PERMANENT CONVEYANCE ALLOWANCE

The existing rate of permanent conveyance allowance will be revised and paid as follows:-

Designation	Existing Rate	Revised Rate
Assistant Engineers in Distribution Sections and Senior Superintendents of RAO in Corporations and Municipalities.	170	300
Assistant Executive Engineers of Electrical Sub divisions and AAO in RAO in Corporations and in municipalities	200	300
Accounts Officers in RAO in Corporations & in municipalities	250	300

Note:-

- This allowance is intended to compensate the expenses of travel incidental to the discharge of their duties in the respective areas of work within a distance of 8 kms from the head quarters.
- This allowance will not be provided to Officers for whom conveyance have been provided by Thrissur Corporation Electricity Department.
- Assistant Engineers of Section Office, Assistant Executive Engineers of Sub division, to whom vehicle has been provided by the Thrissur Corporation Electricity Department, shall not be eligible for conveyance allowance.

9) SPECTACLE ALLOWANCE

The one time allowance of Rs 500/- now being paid to the Officers will be revised to Rs.1000/- twice in service. This allowance will be paid based on a declaration

furnished by the Officer along with the cash bill to the effect that the spectacle has been purchased for his own use and has not availed this benefit /availed this benefit once. The present practice of entering the receipt of this allowance in the Service Book of the employee will be strictly followed.

10) IT ALLOWANCE FOR OFFICERS

Those Officers working in IT wing below the rank of Executive Engineer (Joint Director), who are actually engaged in programming and attending IT related works will be paid an amount of Rs.1000/-per month as I T Allowance. System Administrators will be paid an amount of Rs. 500/- per month as I T Allowance.

11) CONVEYANCE ALLOWANCE TO PHYSICALLY CHALLENGED OFFICERS OF THE THRISSUR CORPORATION ELECTRICITY DEPARTMENT

Physically challenged Officers of Thrissur Corporation Electricity Department will be paid at the rate of Rs.600/- per month as Conveyance Allowance.

12) EDUCATION ALLOWANCE TO PARENTS OF PHYSICALLY / MENTALLY CHALLENGED CHILDREN

This allowance shall be paid at the rate of Rs. 500/- per month to those employees whose physically / mentally challenged children are undergoing studies in special / general schools.

- 13) Payment of allowances to the officers will be limited to any of the two allowances only at their choice in addition to DA, HRA, CCA, Medical Allowance and Educational Allowance to parents of physically / mentally challenged children. In isolated areas, officers shall be paid any of the three allowances at their choice in addition to DA, HRA, and Medical Allowance. However, allowances payable annually, biennially or once in service will be exempted from the above restriction. A declaration from the Officers concerned expressing his / her choice of allowances should be obtained and pasted in the Service Book. The Drawing Officer should also record the total allowances so opted in the service Book of the employee.

II GRADE PROMOTIONS

1. The existing provision for granting time bound grade promotion will continue as such for the time being.
2. As per Thrissur Corporation Electricity Department Order No 460/2001/PSI/OPR/2000 dated 23.02.2001, the benefit of fixation of pay as contemplated under Rule 28A Part I, KSR will not be applicable to cases of promotion / appointment made for the post carrying the scale of pay, the minimum of which exceeds Rs 19095/- This limit will be revised to Rs 28710/- with effect from 01.07.2008. In such cases fixation will be under Rule 37 (a) but without the benefit of re-fixation.

5. The amendment regarding 28A and 37(a) Part I, KSR will automatically be applicable as per Thrissur Corporation Electricity Department Order issued in this respect.

III DATE OF EFFECT OF VARIOUS PROVISIONS

- a) Pay and Medical Allowance at revised rates will be paid from 01.07.2008.
- b) House Rent Allowance and City Compensatory Allowance at revised rates will be paid with effect from the date from which the revised rate is granted to State Government Employees.
- c) All other existing allowances will be paid at the revised rates wherever applicable, from 01.04.2011.

IV DRAWAL OF ARREARS

- a. Though the revision of Pay and certain allowances other than those specifically excluded are effective from 01.07.2008, the arrears from 01.07.2008 to 31.12.2010 will be credited to the respective GPF account of the officers concerned. The arrears from 01.01.2011 will be paid in cash. Income tax liable towards the arrears accrued for the period from 01.07.2008 to 31.03.2011 shall be recovered from the arrear and the balance only is credited to the GPF Account. If the Officer opts other wise, the entire amount of arrears shall be credited to the GPF Account.
- b. No withdrawals other than final withdrawal will be allowed from the arrears of pay and allowances credited to GPF account till 31.07.2017. The officers in whose cases it is not obligatory to maintain GPF account will be paid the entire arrears in cash.
- c. Those officers who have already retired from or relinquished service after 01.07.2008 will be paid the entire arrears in cash.
- d. Those officers who will be retiring from or relinquishing service on or before 31.07.2017 will also be paid the arrears in lump on their retirement/ relinquishment of service as the case may be.

GENERAL

- 1. Earned leave that can be surrendered once in a financial year by all regular categories of Employees will be 30 days.
- 2. Job rotation will be implemented as per transfer guide lines in force.
- 3. Funeral expenses amounting Rs 5000/will be given to the family members of an employee dying in harness, which will not be recovered from any amount payable to him/her (This will be operational from 01-04-2011).

4. Leave Travel Concession will be allowed to those employees who have 15 years of service, to travel to any place in the Country, subject to a maximum of 2400 km, to and fro, along with their family once in their service as per Kerala state Government orders regarding this.
5. All Government Orders issued by the Government of Kerala based on Persons with Disabilities Act, 1995 will be made applicable in Thrissur Corporation Electricity Department also.
6. The income limit for Compassionate Employment Scheme will be as per State Government orders.
7. All other existing provisions other than the provisions which were modified/alterd/deleted through this settlement will continue in force till the next Government order.
8. The payment of Gratuity Amount limit will be same as Kerala state government rules regarding this.
9. The duration of the Pay revision is fixed as 5 Years from 01.07.2008.

(By Order of the Governor)
T.K.JOSE
PRINCIPAL SECRETARY

To

The Director of Urban Affairs, Thiruvananthapuram.
The Director, Kerala State Audit Department, Thiruvananthapuram.
The Principal Accountant General [(A&E)/(Audit)] Thrissur.
The Secretary, Thrissur Corporation.
The Assistant Secretary, Thrissur Corporation Electricity wing.
The Regional Joint Director of Urban Affairs, Kochi.
The General Administration (SC) Department (vide item No.998 dated 10.05.2017).
The Finance Department (vide U.O.No.Dev-1/40/14/Fin dated 04.03.2017)
✓ The Executive Director, Information Kerala Mission,
Thiruvananthapuram (for publishing this Order in the website)
Stock File/Office Copy.

Forwarded/By Order


Section Officer