KSEB
ENGINEERS’ ASSOCIATION

PAY REVISION PROPOSALS

PAY SCALES & ALLOWANCES
FOR
POWER ENGINEERS
WORKING IN KSEB LTD
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1. INTRODUCTION

Electricity is the backbone of the modern society and is expected to remain so for the foreseeable future. It has become a supreme prime need for a common man which links to everything from a human's subconscious fear of the darkness to the practical need for working illumination in an industrialized world. The entire world is essentially runs on electricity, in one form or another. Electricity is not only ingrained in modern life, it is also critical for its continued existence, as electricity is the main source of power produced world-wide.

Creation of Electricity State Boards, Central Public Sector Units, enactment of special rules and laws are but few examples of the thrust given by Central and State Governments in the country to this life-line sector.

Over the years the power sector in the country has undergone sea-change. The electricity Act 2003 and the regulatory regime under which the sector has to operate, has made the sector more complex. Now the electric power industry has become so complex with diverse stakeholders with diversified interests and goals. These include generating companies, transmission utilities, distribution companies, consumers, manufacturers, market intermediaries, academic institutions, technologists, economists, financial institutions, planners, administrators, government authorities, regulatory bodies and many others. Even the decisions at the basic levels may involve considerable formal and informal interaction with stakeholders making the job of the power engineers highly competitive and demands multidisciplinary skills. This calls for an overall understanding of all related areas in addition to the technical aspects involved in the job. Especially for the State owned utilities it has become a challenging task to render the service, striking a balance between the universal service obligation and commercial viability duly heeding to the Government objectives and policies. All this has a direct bearing on the nature of work of the power engineers in the sector.

As such the nature of work, duties and responsibilities, service conditions and level of productivity of power sector are different from that of the Government. The
Electrical Engineers work in a charged atmosphere and prone to Electrical Accidents, which may be fatal some times. The work involves fullest attention, sharp and focused approach with full operational knowledge. The nature of the work also demands a task completion approach rather than time based approach. The engineers are the prime movers for this sector and need to be motivated appropriately for the best results. Thus the pay structure of power sector engineers were de-linked from State Government engineers pay structure and the power engineers in the KSEB were awarded with a far superior pay. The previous State Governments and erstwhile KSEB managements had held this view and boosted the morale of engineers in the sector by awarding appropriate pay structure and allowances. But it is observed that this principle of recognition of competency, skill and work load has been diluted during the last pay revisions. Hence KSEB Engineers association is of the opinion that a deserving compensation in this pay revision is the need of the hour for empowering and motivating the power engineers in KSEBL for the better future of the state power sector.

**Kerala Power Sector**

Right from the date of its inception KSEB is striving hard to achieve the sole objective “Total Consumer Satisfaction”. Be it Generation, Be it Transmission or Distribution, the state have achieved many bench marks in operational parameters as a result of the selfless effort and hard work of the power engineers in the Organization. In spite of many infrastructure limitations, financial issues and power availability issues, the fact that the state power sector recorded a better level of overall performance is to be attributed to the extra efforts and additional burdens carried out by the power engineers in KSEB.

Meanwhile, Government of Kerala, in exercise of powers conferred under Section 131 & 133 of Electricity Act 2003, re-vested all the functions, properties and all interests, all rights and liabilities of KSEB to Kerala State Electricity Board Limited, a company incorporated under Companies Act 1956. Kindly note that the relevant provisions in the Electricity Act and the National Electricity Policy guaranteed better terms and conditions for its employees in the new company. As such the employees of KSEB
have not rewarded with any better service package while implementing the transfer scheme and we may remind the government and the management about this deserving right which is still overdue.

As of now, the power engineers in KSEBL are working in an entirely different competitive environment charged with heavy responsibilities and scarce resources. The prevailing environment in the state power sector demands greater dedication, professionalism and competency from power engineers and the new pay structure need to provide appropriate motivation and do justification for this requirement.

As such the works and responsibilities of the power engineers are not comparable with any other categories of the employees and hence we demand a separate pay structure for the Power Engineers in KSEBL

**The Rationale:**

The KSEB Engineers Association believes in the motto “DESERVE and DEMAND”. The pay revision proposals we make are arrived at, after exhaustive study of the pay scales of similar utilities across the country. They include both State and Central PSUs like PGCIL, NTPC, BHEL, Delhi Transco, Punjab, APTRANSCO etc.

Our demands are “just” and shall be considered keeping in view the volume of work, the responsibility, the environment and the criticality of the post with performance track record.

The entire annual compensation payment to the power engineers will cost the organization less than 2% of the cost of electricity handled annually. Kindly note that the annual growth rate of electricity consumption in the state is 5-6% and a proportionate increase in compensation is the basic requirement to maintain the same level of performance. With great plans for modernization and reduction in AT & C loss from the present 14-15% to 9-10%, highest level of motivation to the power engineers is the natural requirement and same can be achieved by sharing a fraction of the proposed gains to the Sector. Association guarantee that appropriate compensation will definitely motivate the engineers to yield far better results for the organization and the state power sector in the long run.

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2. THE PAY STRUCTURE IN PRACTICE IN VARIOUS UTILITIES

With the present complexity of power sector, the job of the power engineers in India has become dynamic, challenging and demand highest level of competency. In order to attract the best talents and to motivate power engineers in the organization for best results, all power utilities in the country are providing best pay packages to its power engineers. Before presenting our proposals we would like to draw the attention of the Committee to the salient features of pay packages of various utilities in the Country:

The Basis adopted by Central Utilities in arriving at new pay in revised pay scales:

The new basic is sum of the following:

1. Basic pay plus stagnation increments in existing scale if any.
2. DA as on date of neutralization on (1) above
3. Fitment benefit at the rate as determined on (1+2) above

The aggregate so arrived to be rounded off to the next Rs.10/- and basic pay fixed equivalent to that amount.

Example:

1. Present Basic 50000
2. DA @ 50% 25000
3. Sum of 1 & 2 75000
4. Fitment on above sum 120000
   (@ 60% of new basic)

DA:
The DA is being revised on quarterly basis i.e. 4 times a year

HRA:
There is no ceiling on the maximum HRA that can be drawn.
Allowances:
There are two kinds of allowances being provided by the PSUs. One set of allowances are based on location, performance and working conditions whereas the other, titled “Cafeteria Approach” wherein the employee is free to choose from a set allowances subject to condition that they should not exceed a fixed percentage of their present basic pay.

(1) The allowances that are based on work and location include:
- Performance Related Pay / Bonus / Generation Incentive
- Shift Allowance
- Night Shift Allowance
- Field Compensatory Allowance / Site allowance
- Project Allowance / Generation allowance
- Area Compensatory allowance / Isolated area allowance
- Tunnel allowance / Confined space allowance
- Spread Over allowance
- Risk allowance
- Emergency call allowances

(2) The Cafeteria Allowances:
In this the Employee is free to choose from a set of allowances subject to a maximum ceiling of present basic of that employee.

The allowances in this basket include:
- Canteen Allow / Meal Vouchers 5% to 7.5%
- Children Edu. reimbursement 10%
- Hostel Subsidy 10%
- Professional Update Allow 10%
- Conveyance / Transport Allow 2% to 5%
- Washing Allow 5%
✓ Vehicle R&M Reimbursement 5%
✓ Domestic Help Allow. 10%
✓ Electricity Reimbursement 10%
✓ Newspaper / Prof Lit Reim 5%
✓ Driver Allow. 10%
✓ House up keeping 5%
✓ Self-Development Allow 15%
✓ Club Membership 10%
✓ Gardener Allow. 10%
✓ LTC 15%
✓ Other Allow. Up to 10%

The ceiling limit on the Cafeteria allowances in some Organizations:

- PGCIL……………… 49%
- NTPC……………… 47%
- BHEL……………… 46%

Medical Facility:
The companies are providing 100% medical assistance without any upper ceiling. The treatment is cashless in empanelled hospitals.

Grade Pay / Cadre Pay:
As a token of recognition of service rendered by an employee many utilities are providing Grade Pay to their employees.
A comparison of Gross Monthly Pay of Employees:

A Newly Recruited Graduate Engineer in Cities will get:

<table>
<thead>
<tr>
<th>Utility</th>
<th>Gross pay In Rs.</th>
<th>Higher than KSEBL by (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>In Power Grid*</td>
<td>90356</td>
<td>105</td>
</tr>
<tr>
<td>In NTPC</td>
<td>79954</td>
<td>82</td>
</tr>
<tr>
<td>In BHEL</td>
<td>70552</td>
<td>60</td>
</tr>
<tr>
<td>In Delhi Transco</td>
<td>70057</td>
<td>59</td>
</tr>
<tr>
<td>In APTRANSCO</td>
<td>46523</td>
<td>6</td>
</tr>
<tr>
<td>GoK</td>
<td>44456</td>
<td>1</td>
</tr>
<tr>
<td>In KSEBL</td>
<td>44070</td>
<td>--</td>
</tr>
</tbody>
</table>

*As per the recent notification of Power Grid for the recruitment Fresh Graduate Engineers the approximate CTC is Rs.13.40 Lakh per annum.

For almost all these utilities the next pay revision is from 1.1.2017. The quantum to which the future pay package of employees of these utilities will jump is beyond imagination.

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3. Executive Summary:

With the present complexity of power sector, the job of the power engineers in India has become dynamic, challenging and demand highest level of competency. In order to attract the best talents and to motivate power engineers in the organization for best results, all power utilities in the country are providing best pay packages to its power engineers.

The Power Sector is a specialized field and is entirely maintained, run and managed by the Power Engineers with the support of other wings. There used to be different scales for the Engineers and non-Engineers with distinct weightage for power engineers. But of-late this difference is not maintained and compensation given to the engineers are diluted. In practice all the risks are borne by the Power Engineers only. In fact the other supporting staffs in accounts, billing, establishment and other general wings have the same duties as in any other departments. To differentiate between technical and non-technical employees and the need to maintain parity, as a recognition to the professional service and expertise rendered by the engineers, there shall be a hike in the pay for the Power Engineers compared to the equivalent cadres in other services.

The Power Engineers in KSEBL work in a charged atmosphere and prone to Electrical Accidents, which may be even fatal some times. The work demand fullest attention, sharp and focused approach with highest level of skill and full operational knowledge. The work in KSEBL demands task completion approach rather than time based approach from the Power Engineers. The engineers are the head of the offices and the prime movers for the sector. Engineers are made responsible for every aspect of performance in the organization. They have to be available and work round-the-clock to meet the emergencies.

At present the carrier levels offered for engineers in KSEBL is only five where as it is more than nine levels in Central Public Sectors like PGCL and NTPC. Even in state government departments like PWD and Electrical Inspectorate, the engineers are provided with not less than eight levels of carrier growth. Kindly note that this
disparity has created an environment with highest level of stagnation among Power Engineers employed in various critical jobs in KSEBL. Any responsive management can measure its consequence on the level of motivation and its influence on productivity, where power engineers are the prime movers in the sector. Hence we propose nine carrier levels for Power Engineers with time bound promotion after 5 years for all levels from Assistant Executive Engineer to Deputy Chief Engineer Cadre. In case of Assistant Engineers, as it is the entry cadre for graduate engineers, we propose a higher cadre on completion of one year of service, in tune with Graduate Engineer Trainee levels in all relevant Public Sector Utilities in India.

As per the last Pay revision order no. GO (Ms) No.46/11/PD dated, 23/11/2011 the pay and allowances of the Officers of Kerala State Electricity Board was revised with effect from 01/07/2008 for a period of five years. As such, the period of validity of above revision expired on 30/06/2013. While thanking the Management and Government for allowing revision in every five years, the Association after exhaustive analysis of the pay packages of various State Utilities & Central PSUs and the present Economic Scenario prepared a detailed pay and allowance revision proposal, the gist of which is presented below:

- DA as on 30-06-2013 in the pre-revised scale is to be merged with the pay
- **Fitment benefit of 60%** be allowed on Basic as on 30-06-2013
- New Basic to be arrived at by adding the Basic, DA and Fitment on Basic
- The Basic so arrived to be fixed as per Master Scale at immediate next level.
- Service Weightages be given as per length of service mentioned below in the revised scales:
  - Up to 7 Years of Service............ Two Increments
  - 7 to 14 Years of Service ............ Three Increments
  - 14 to 21 Years of Service......... Four Increments
  - Above 21 Years of Service........ Five Increments
Proposed Cadre levels, Grade promotion and Cadre Pay

<table>
<thead>
<tr>
<th>No</th>
<th>Designation</th>
<th>Present</th>
<th>Proposed</th>
<th>Justification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Assistant Engineer</td>
<td>200</td>
<td>5000</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Assistant Engineer (HG)</td>
<td>Grade Post</td>
<td>5000</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Assistant Executive Engineer</td>
<td>250</td>
<td>6000</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Asst. Executive Engr. (HG)</td>
<td>Grade Post</td>
<td>6000</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Executive Engineer</td>
<td>300</td>
<td>7500</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Executive Engineer (HG)</td>
<td>Grade Post</td>
<td>7500</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Deputy Chief Engineer</td>
<td>1000</td>
<td>9000</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Deputy Chief Engineer (HG)</td>
<td>Grade Post</td>
<td>9000</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Chief Engineer</td>
<td>1500</td>
<td>10000</td>
<td></td>
</tr>
</tbody>
</table>

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We propose grade promotion for all cadres from Assistant Executive Engineer to Deputy Chief Engineers on completion of five years of service. Relevant places which need experienced engineers in the cadre may be identified and reserved for the higher cadre post. In case of no availability of vacant place, the officer with higher grade may continue in his junior post till vacancy arise.

As the Assistant Engineer Cadre is the entry cadre for graduate engineers, we propose to treat the first year of service as trainee cadre in tune with the carrier levels in other public sector utilities and provide them higher grade on successful completion of one year of service.

KSEB Engineers Association request the management to consider suitable renaming of these higher grade posts and to implement the time bound grade promotion proposal without further delay as the engineers working in various critical places are highly demoralized due to serious stagnation issues.
### Existing Allowances in KSEBL

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<thead>
<tr>
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<th>Nature</th>
<th>Present</th>
<th>Proposed</th>
<th>Justification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Medical</td>
<td>Rs.55/-</td>
<td>Cashless treatment in empanelled hospitals and annual no claim bonus for promoting better health awareness</td>
<td>Page -21</td>
</tr>
<tr>
<td>2</td>
<td>HRA</td>
<td>Is being paid from Rs.280/- to Rs.1680/-</td>
<td>HRA to be paid in tune with Central PSU norms</td>
<td>Page -21</td>
</tr>
<tr>
<td>3</td>
<td>CCA</td>
<td>Rs.350/-</td>
<td>5% of the MOGS</td>
<td>Page -22</td>
</tr>
<tr>
<td>4</td>
<td>Permanent Conveyance Allowance/ Conveyance allowance</td>
<td>Rs.300/-</td>
<td>Amount equivalent to 50-60 ltrs of petrol for urban areas, additional 25% for rural areas and additional 50% for hilly and remote areas</td>
<td>Page-22</td>
</tr>
<tr>
<td>5</td>
<td>Operation Allowance: Generation (Hydro and Thermal)</td>
<td>Rs.500/- and @125% of normal rate on completion of 3 year continuous service</td>
<td>15% of the MOGS for 21 days availability for the O &amp; M works in the station with 125% increase for every 3 year continuous service</td>
<td>Page-26</td>
</tr>
<tr>
<td>6</td>
<td>Hydel Area allowance</td>
<td>Rs.500/- and @125% of normal rate on completion of 3 year continuous service</td>
<td>10% of the MOGS and @125% of normal rate on completion of 3 year continuous service</td>
<td>Page-26</td>
</tr>
<tr>
<td>7</td>
<td>Hill tract allowance</td>
<td>Rs.280/- and will not be paid in area-4</td>
<td>5% of MOGS</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Project Allowance</td>
<td>Rs.2000/- for officers working in projects under construction</td>
<td>10% of the MOGS for 21 days availability in the project work.</td>
<td>Page-27</td>
</tr>
<tr>
<td>9</td>
<td>Isolation Area Allowance</td>
<td>Rs.2000/- and @125% of normal rate on completion of 3 year</td>
<td>15% of the MOGS for 21 days availability in the station with 125% increase for every 3 year continuous service</td>
<td>Page-26</td>
</tr>
<tr>
<td>10</td>
<td>Shift duty Allowance</td>
<td>Rs 175 - 225</td>
<td>Rs.200-250 for every shift</td>
<td>Page-26 &amp; 30</td>
</tr>
<tr>
<td>Sl.No</td>
<td>Nature</td>
<td>Present</td>
<td>Proposed</td>
<td>Justification</td>
</tr>
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<td>--------------------------</td>
<td>-------------------------</td>
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</tr>
<tr>
<td>11</td>
<td>Tunnel Allowance</td>
<td>Rs.250/-</td>
<td>10% on MOGS</td>
<td>Page-27</td>
</tr>
<tr>
<td>12</td>
<td>Investigation allowance</td>
<td>Rs.2000/-</td>
<td>5% on MOGS</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Special duty allowance</td>
<td>Rs.320 – Rs.500</td>
<td>5% on MOGS</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Technical Allowance</td>
<td>Rs. 50 – Rs.100/-</td>
<td>5% on MOGS</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Research / Design allowance</td>
<td>Rs.200 -350</td>
<td>5% on MOG</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Teaching allowance</td>
<td>250 - 400</td>
<td>5% of MOGS</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>IT allowance</td>
<td>Rs.1000/-</td>
<td>5% on MOGS</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Conveyance allowance for Phy. challenged</td>
<td>Rs.600/-</td>
<td>Equivalent to 50-60 ltrs of petrol</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Educational allowance to Parents of mentally/physically challenged children</td>
<td>Rs.500/-</td>
<td>Actual fee need to be reimbursed</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>Warm Cloth allowance</td>
<td>Rs.500/- once in two years</td>
<td>1000/- per annum</td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Spectacle allowance</td>
<td>Rs.1000/- twice in service</td>
<td>1500/- in 10 years</td>
<td></td>
</tr>
</tbody>
</table>

*At present the payment of allowance to the officers are limited to any two allowances only at their choice in addition to DA, HRA, CCA, Medical allowance and education allowance to parent of physically challenged children. Engineers Association is of the opinion that this limitation is demotivating for field engineers who are sincerely dedicated to the task oriented jobs. Hence we demand that **there shall not be any limitation on location based and work based allowances.**
## Newly Proposed Allowances

<table>
<thead>
<tr>
<th>Sl No</th>
<th>Nature</th>
<th>Proposed Allowance</th>
<th>Justification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Conveyance Allowance Where exclusive vehicle is not provided</td>
<td>Amount equivalent to 50-60 ltrs of petrol for urban areas, additional 25% for rural areas and additional 50% for hilly and remote areas</td>
<td>Page-22</td>
</tr>
<tr>
<td>2</td>
<td>LTC on annual basis without insisting for proof of Journey</td>
<td>LTC in tune with Central Public Sector and 15 days PAY + DA for those not availed</td>
<td>Page-22</td>
</tr>
<tr>
<td>3</td>
<td>Energy Manager/ Energy Auditor Certificate</td>
<td>One Increment</td>
<td>Page-23</td>
</tr>
<tr>
<td>4</td>
<td>Certification on System operator Course</td>
<td>One Increment</td>
<td>Page-23 &amp; 29</td>
</tr>
<tr>
<td>5</td>
<td>Certification of regulatory affairs</td>
<td>One increment</td>
<td>Page-23</td>
</tr>
<tr>
<td>6</td>
<td>Statutory duty allowance</td>
<td>10% of MOGS</td>
<td>Page-32</td>
</tr>
<tr>
<td>7</td>
<td>Generation Incentive for Engineers working in O &amp; M function of the generating station (Hydro &amp; Thermal)</td>
<td>10% of the MOGS for achieving every quarterly target</td>
<td>Page-27</td>
</tr>
<tr>
<td>8</td>
<td>Night duty Allowance</td>
<td>Rs.200 – 250/- per night in addition to shift duty allowance should be given for Engineers working in Generation Shifts and LD shifts</td>
<td>Page-27 &amp; 30</td>
</tr>
<tr>
<td>9</td>
<td>Protection, testing &amp; commissioning duty allowance</td>
<td>30% of the MOGS</td>
<td>Page-30</td>
</tr>
<tr>
<td>10</td>
<td>Electricity Consumption Charges Reimbursement for Engineers not allotted Quarters</td>
<td>Cost of consumption of fixed energy consumption is to be reimbursed to engineers</td>
<td>Page-24</td>
</tr>
<tr>
<td>11</td>
<td>Tunnel Allowance for Engineers working in Moolamattom PH</td>
<td>10% of basic pay</td>
<td>Page-27</td>
</tr>
<tr>
<td>Sl No</td>
<td>Nature</td>
<td>Proposed Allowance</td>
<td>Justification</td>
</tr>
<tr>
<td>-------</td>
<td>------------------------------------------------------------------------</td>
<td>-----------------------------</td>
<td>---------------</td>
</tr>
<tr>
<td>13</td>
<td>Thermal allowance for O &amp; M Engineers in Thermal Stn.</td>
<td>5% of basic pay</td>
<td>Page -28</td>
</tr>
<tr>
<td>13</td>
<td>Spl. Allowance for Engineers Attending to Emergency Duties</td>
<td>10% on basic pay</td>
<td>Page-24</td>
</tr>
<tr>
<td>14</td>
<td>Uniform allowance for O &amp; M Engineers in Thermal &amp; Hydro stations</td>
<td>Rs.5000/- per annum</td>
<td>Page-27</td>
</tr>
<tr>
<td>15</td>
<td>Canteen Allowance / Meal Vouchers</td>
<td>Rs.100/- per day</td>
<td>Page-24</td>
</tr>
<tr>
<td>16</td>
<td>Quarter Up keeping Allowance</td>
<td>5% on basic pay</td>
<td>Page-25</td>
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<tr>
<td>17</td>
<td>Construction Allowance</td>
<td>25% of MOGS</td>
<td>Page-27, 30, 33</td>
</tr>
</tbody>
</table>

**Loans & Advances**

<table>
<thead>
<tr>
<th>Nature</th>
<th>Existing</th>
<th>Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>House Building Advance</td>
<td>Rs.25 Lakh</td>
<td></td>
</tr>
<tr>
<td>Car Loan</td>
<td>Rs.7.5 Lakh</td>
<td></td>
</tr>
<tr>
<td>Motor Cycle Advance</td>
<td>Rs.75,000/-</td>
<td></td>
</tr>
<tr>
<td>Computer Loan</td>
<td>Nil</td>
<td>Rs.50,000/-</td>
</tr>
<tr>
<td>Children Higher Education Loan</td>
<td>Nil</td>
<td>Rs.10,00,000/-</td>
</tr>
<tr>
<td>Multipurpose Advance</td>
<td>Nil</td>
<td>One month Salary per Year</td>
</tr>
</tbody>
</table>
4. THE PROPOSAL

A befitting pay package not only motivates the engineer to work much better but also helps him to up keep his social esteem. Further in this competitive world to attract the best talent pool into the organization an attractive pay package is a must. Thus this association puts for the following pay package for the Engineering fraternity of the power utilities of the state and requests the management to approve them in the light of the nature of work involved, the progress made and the challenges in store for the engineers of KSEBL.

**Date of Revision:**

It may please be recalled that the pay and allowances of the Officers of Kerala State Electricity Board was revised with effect from 01/07/2008 for a period of five years. As such, the period of validity of above revision expired on 30/06/2013. This Association requests the management to reckon 01-07-2013 as the date of revision, allowing all financial benefits from that date onwards.

1. **Merger of DA:** In any pay revision, it is customary for the management to merge D.A paid to its employees as on the date of revision in pay and evolve new pay scales. Hence it is requested to merge DA admissible as on 01-07-2013.

2. **Fitment Benefit:** Based of the study of rate of inflation, the pay received by the comparable utilities & economic parameters, KSEB Engineers’ Association **demands a Fitment Benefit of 60%**. **Such fitment proposed is still far less** than that of Power Grid, NTPC or APTCL.

3. **Rate of Increment:** The incremental rate shall be 5% of the current basic pay of the employee.

4. **Proposed revised pay scale of Engineers:** Based on above principles the proposed Master Scale and scales of other Engineering Cadre, up to Chief Engineer cadre are worked out and shall be as follows:
STATEMENT OF EXISTING /PROPOSED PAY SCALES

Existing Master Scale

<table>
<thead>
<tr>
<th>20170</th>
<th>870/2</th>
<th>21910</th>
<th>945/6</th>
<th>27580</th>
<th>1130/6</th>
<th>34360</th>
<th>1290/5</th>
<th>40810</th>
<th>1380/5</th>
<th>47710</th>
</tr>
</thead>
<tbody>
<tr>
<td>1520/5</td>
<td>55310</td>
<td>(29 yrs)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Proposed Master Scale for Power Engineers:

<table>
<thead>
<tr>
<th>50430</th>
<th>2520/2</th>
<th>55460</th>
<th>2780/6</th>
<th>72140</th>
<th>3510/6</th>
<th>93800</th>
<th>4700/5</th>
<th>117300</th>
<th>5870/5</th>
<th>146650</th>
</tr>
</thead>
<tbody>
<tr>
<td>7340/5</td>
<td>183350</td>
<td>(29 yrs)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above proposed scales are with DA merged scales with effect from 01-07-2013.

5. Pay Scales: The proposed revised initial pay of Assistant Engineer cadre is worked out as follows:

   a) Present Basic Pay : Rs. 20170.00

   b) Add DA @ 90 % as on 1-7-2013 : Rs. 18153.00

   On basic pay

   c) Add fitment benefit @ 60% on basic pay : Rs. 12102.00

   Total : Rs. 50425.00

   To be fixed in the Master scale : Rs. 50430/-

6. Span of the Scales: The corresponding revised scales shall be evolved duly taking the Fitment Benefit and Admissible DA. The difference between starting scales of Engineering Cadre shall be as follows:
<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Cadres</th>
<th>Minimum service for Grade promotion eligibility</th>
<th>Minimum difference of increments to be maintained in starting scales</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>AE to AEE</td>
<td>5 years</td>
<td>7 increments (5 Annual increments and 2 promotional increments.)</td>
</tr>
<tr>
<td>2.</td>
<td>AEE to EE</td>
<td>5 years</td>
<td>7 increments (5 Annual increments and 2 promotional increments.)</td>
</tr>
</tbody>
</table>

The revised basics thus calculated shall be as follows:

- AE - 50,430/-
- AEE - 69,360/-
- EE - 93,800/-
- DCE - 1,17,300/-
- CE - 1,46,650/-

- The Normal date of increment of incumbent shall be protected.
- Engineers may be allowed to exercise their option in the revised scales either in the lower cadre or in the existing cadre or in the promoted cadre post and either with effect from 01-07-2013 or their normal date of increment as per their choice.
- For those incumbents whose increments falls on 01-07-2013 (date of revision) they may be allowed to draw normal increment in the revised scales on 01-07-2013 after opting to the revised scales of pay.
- The Engineers who have reached maximum of pre-revised scale and have exhausted 4 stagnation increments beyond the maximum of the scale shall be allowed one increment per year on completion of each year of service from the date of their stagnation in the pre-revised pay scales on normal basis for the purpose of pay fixation in the revised scale till the next pay revision.
7. **Service Weightages:** The service one has rendered to the organization shall be adequately compensated at the time of pay revision. Thus the contribution for the growth of the organization by the seniors is to be recognized in the form of Service weightage. Thus the service weightages shall be given based on the length of the service of an employee.

Hence this Association requests the Management to grant service weightage increments as shown below:

a) Up to 7 Years - Two increments.
b) 7 to 14 years - Three increments.
c) 14 Years to 21 years - Four increments.
d) Above 21 Years - Five increments.

8. **Grade Promotion & Grade Pay:** The existing period of ---- years for granting SGP scales may please be reduced to 5 years which is a period of eligible service for next promotion from AE to AEE and from AEE to EE. This Association is of the view that time bound grade promotion and grade pay should be given to any cadre soon after completing eligible service.

***
5. **ALLOWANCES:**

The Association is of the opinion that the lack of appropriate focus in the allowance aspect of the compensation has adversely affected the morale of the field engineers who works under adverse working conditions. It is observed that during every pay revision the allowances are postponed stating that they will be considered in due course but never happens later. Thus, so far management has not taken any serious view on the consequence of lack of appropriate compensation for engineers working under adverse working conditions. This time KSEB Engineers’ association request the management to seriously consider some of the genuine new allowances that are put forward by us to acknowledge the extra work load burdened by the engineers and to provide motivation for delivering sincere efforts and acquiring up to date knowledge of the functions they are entrusted in the prevailing task oriented environment.

As the nature of the work and responsibilities are generally classified according to the functional nature of the power sector, we have generally classified the allowance under generation, transmission and distribution functions separately.

**JUSTIFICATION FOR ALLOWANCES**

**A. Allowances common for all**

1. **Medical Allowance:** The existing Medical Allowance of Rs.55/- per month is just for name sake and is not adequate at least to meet the consultation fee of a specialist once in a month for one member of a family. Therefore we request for Cashless treatment in empanelled hospitals and a no claim bonus at the end of the financial year for promoting better health and fitness awareness among employees.

2. **House Rent Allowance:** The present ceiling on HRA may please be removed and appropriately compensated as was being done by the Central Government and Public Sector undertakings like NTPC, PGCIL etc.
3. **City Compensatory Allowance:** The present CCA being paid to the employees is very meager and is not in commensuration with the cost of living. Hence, this Association requests to enhance the CCA to 10% on Minimum ordinary Grade Scale (MOGS) to all the Engineers from AE to CE. It is further requested to extend this CCA to all of our members working in Municipal Area.

4. **Conveyance Allowance for P.H. Employees:** The existing Conveyance Allowance for all P.H. Employees is Rs.600/- per month. This amount is too small and hence an amount equaling the cost of 50-60 liters of petrol is to be paid as conveyance allowance.

5. **Conveyance / Fuel Allowance:** Presently Rs.300/- is being provided as permanent conveyance allowance for AE & AEE of distribution to compensate their expenses of travel incidental to the discharge of their duties in the respective areas of work within a distance of 8 kms from the headquarters. The remaining expense need to be claimed as TA. As such the system is not effective and not rendering justice to the engineers who are making extensive journeys in their personal vehicles for execution of their responsibilities at a satisfactory level. Hence, we request the management to provide conveyance allowance @ an amount equaling the cost of 50-60 liters of petrol for performing journeys within their jurisdiction. This will be a solution for so many issues with respect to the vehicle availability and the demoralizing beaurocratic delays in getting the TA claims.

6. **Leave Travel Concessions:** The Leave Travel Concession is another benefit that is given to all employees every where in the country. Electricity Boards and Central Public Sector Undertakings like NTPC, PGCIL etc., in the country are permitting the employees to go anywhere in India in the block period of 4 years and home town in a block period of 2 years. Therefore, this Association request that the engineers of KSEBL also be provided with the LTC benefit in tune with the Central Public Sector Under takings. For those who cannot avail LTC due to official duties, 15 days’ pay plus DA may be allowed.
7. Energy Manager / Energy Auditor Certificate Allowance: BEE is awarding Energy Manager / Energy Auditor Certificate to promote energy audit where by energy conservation can be achieved. In order to motivate Engineers of KSEBL to get certified Energy Managers or Energy Auditors, benefit equivalent to an increment be given as allowance for those who get certified and maintain its validity.

8. System Operator Certification: CERC in its order dated 7th May 2008 in suo motu petition 58/2008 and the Pradhan committee report (the study committee set up by MoP) endorsed the need for appropriately skilled operators for secure operation of power system in India and recommended a system of mandatory certification for System Operators. The certification at basic level is beneficial shall boost the competency of for every power engineer in the sector and need to be encouraged. In order to motivate the Engineers of KSEBL working in the relevant areas to get certified, benefit equivalent to an increment be given as allowance for those who get certified and maintain its validity.

9. Certification on Statutes, Standards and regulatory frame works: In today’s regulatory environment, it is important that the practicing engineers in power sector need to be well versed with the various statutes, regulations and mandatory standards in power sector. In order to motivate the engineers in KSEBL to acquire relevant knowledge and skills, a system of Certification in tune with the system introduced by NPTI may be introduced and , benefit equivalent to an increment be given as allowance for those who get certified and maintain its validity.

10. Cadre Pay: The Power Sector is a specialized field and is entirely maintained, run and managed by the Power Engineers with the support of other wings. There used to be different scales for the Engineers and non-Engineers with distinct weightage for power engineers. But of-late this difference is not maintained and compensation given to the engineers are diluted. In practice all the risks are borne by the Engineers only. In fact the other supporting staffs in accounts, billing, establishment and other general wings have the same duties as in any other departments. To differentiate between technical and non-technical employees and the need to maintain parity, as a
recognition to the professional service and expertise rendered by the engineers, there shall be a hike in the pay for the Technocrats compared to the equivalent cadres in other services.

The Electrical Engineers work in a charged atmosphere and prone to Electrical Accidents, which may be fatal some times. The work demand fullest attention, sharp and focused approach with highest level of skill and full operational knowledge. The work in KSEBL demands task completion approach rather than time based approach from the engineers. The engineers are the head of the offices and the prime movers for the sector. Engineers are made responsible for every aspect of performance in the organization. They have to be available and work round- the- clock to meet the emergencies. Hence, we request the management to provide appropriate cadre pay to all the serving Engineers.

11. Electricity Consumption Charges Reimbursement: Many State Electricity Boards are allowing its employees to utilize Electricity at free of cost or at nominal cost. Further, the organizations like KSRTC, Railway and Airlines are giving free travel facilities to their employees.

In similar lines, this Association requests the Management to reimburse the cost of 300 units Electricity consumption per month to all the Engineers, who are not allotted Quarters and reimbursement of full electricity charges for those engineers staying in allotted Quarters.

12. Spl. allowance for Engineers attending to Emergency Duties: The Engineers working in maintenance wings have to be available round the clock to attend the emergencies any time and to reduce the down time. Hence Maintenance/ Emergency call allowance @ 10% on MOGS shall be paid to relevant Engineers.

13. Canteen Allowance/Meal Vouchers: To start with, the allowance may be provided@ Rs.100 per day in duty through it is being paid @ 5% of MOGS in Central PSUs.
14. **Quarter Up-keep Allowance:** To start with, the allowance be provided@5% on MOGS to up keep the quarter and surrounding as being paid in Central PSUs.

15. **Additional Charge Allowance:** The additional charge allowance may please be revised to 50% of the existing salary to all those Engineers who are holding full additional charge. Further, this Association requests to allow the additional charge allowance for the entire period of holding the charge duly removing the existing limit of 3 months.
B. ALLOWANCES FOR GENERATING STATIONS

1. Hydel Area allowances: This is a location based allowance and every one working in the hydroelectric project area is eligible for the same. The existing hydel area allowance is meager and does not commensurate with the remoteness, poor medical and educational facilities. This has lead to the acute shortage of competent engineers willing to work in generating stations and adversely affected the performance of the generating stations and availability of the machines in the system. Hence Association request 10% of the MOGS and @125% of normal rate on completion of 3 year continuous service.

2. Isolation Area allowance: This allowance is meant for officers working in specific remote generating stations in addition to the Hydel area allowances. The existing allowance does not commensurate with the remoteness, poor medical and educational and recreation facilities. The acute shortage of competent engineers and staff willing to work in these stations have adversely affected the performance of the generating stations and availability of the machines in the system. Hence association requests 15% of the MOGS for 21 days availability in the station with 125% increase for every 3 year continuous service.

3. Operation Allowance: This allowance is meant of engineers working in Operation and maintenance of the Power Station and is in addition to the location allowances eligible for them. The existing allowance does not commensurate with the level of expertise, skill and experience required for the O&M jobs in the generating stations. The dearth of competent and experienced engineers in our generating stations are adversely affecting its performance and availability. Hence association request 15% of the MOGS for 21 days availability for the O & M works in the station with 125% increase for every 3 year continuous service.

4. Shift duty Allowance: The engineers working in shift @ power stations are prone to for tension and hazardous body cycle which have direct impact on their health. The job demand highest level of focus and right response in time. Hence all the Engineers working in Shifts shall be provided allowance of Rs.200-250/- per shift.
5. **Night Shift Allowance:** The hazardous health impact on attending night is already proven by medical experts and the service of engineers working in night shifts need to be acknowledged and compensated for motivating them for the service. Hence association recommends Rs. 200 - 250/- per night shift as a token compensation in addition to the shift duty allowances for the service provided by them.

6. **Generation Incentive for achieving target:** Our Hydel generating stations are our strength and we need to ensure that they are well maintained and available as per the requirement of the SLDC. The efforts of Engineers in this regard are reward worthy. Hence they may be provided a performance based incentive @ 10% on MOGS, which will boost the morale and makes them achieve even higher. This system is in existence in all PSU generating stations in India.

7. **Project Construction Allowances:** For officers working in projects under construction. The existing project allowances does not commensurate with arduous nature of duties, unhealthy atmosphere, high level sound, remoteness and poor medical and recreation facilities. In view of the above, there is deserving need for considerable enhancement of generation allowance. Hence this Association requests to enhance the Project allowance as follows:

   a. Diesel & Gas Stations_ Site 10% on MOGS
   b. Hydel stations_ Site 10% on MOGS

8. **Tunnel Allowance:** The O & M engineers working in Moolamattom underground power station is working in an unhealthy atmosphere with the risk of scarcity of normal oxygen level and high level of sound. The existing allowances does not commensurate with arduous nature of duties, unhealthy atmosphere and high level of sound they are subjected to. Hence association requests for 10% on MOGS to the Engineers working in Moolamattom PH.

9. **Uniform allowance:** Engineers working in Operation and Maintenance of Generating stations are exposed to specific working environment where normal civil dress is not suitable and advisable. Hence they must be provided with executive
uniforms as per the requirements and association request to allow them appropriate uniform allowance not less than Rs.5000/- per annum

10. Thermal allowance: The O & M Engineers working in Thermal Generating stations are working in an unhealthy atmosphere subject to extreme working environments and highest level of sound. At present no specific allowance that acknowledge the arduous nature of duties, unhealthy atmosphere and high level of sound they are subjected to. Hence association requests for 10% on MOGS to the Engineers working in thermal Generating stations
C. ALLOWANCES FOR TRANSMISSION

1. State Load Dispatch Center:

The work of Load Dispatch Center Engineers are most complex and unique. Their importance and relevance in the power sector has been officially documented in the report of “Pradhan Committee” Constituted on Man Power, Certification & Incentives for System Operation and the ring fencing of Load Dispatch Centre and recommended higher compensation for SLDC employees considering the nature of work. As per the committee recommendations Engineers working in SLDC are being imparted special training and they are to clear System operator certification exam comprising three levels. The committee mandated that every Engineer working in SLDC should clear the first level. The System operator in SLDC is to have a regional perspective while discharging his duties. As the Southern Grid is integrated with The NEW Grid & Commissioning of 765 KV lines in southern region made the system operation more complicated. Narrowing down of Frequency band has put more stress on the Engineers. Nearly all the States in India is providing special package to the SLDC Engineers for maintaining highest level of motivation and spirits in them. Keeping all the above in view and with a special mention of Pradhan Committee recommendation again, the Association demands that:

- The present SLDC engineers shall be provided with an allowance @ 20% on MOGS

- **System Operator Certification**: CERC in its order dated 7th May 2008 in suo motu petition 58/2008 and the Pradhan committee report (the study committee set up by MoP) endorsed the need for appropriately skilled operators for secure operation of power system in India and recommended a system of mandatory certification for System Operators. In order to motivate the Engineers working in SLDC to get certified, additional benefit equivalent to 20% on MOGS be given as allowance for those who get certified and maintain its validity.
- **Shift duty Allowance:** All the employees working SLDC Shift shall be given Rs.200 – 250 per shift in addition to the SLDC allowance.

- **Night Shift Allowance:** The hazardous health impact on attending night is already proven by medical experts and the service of engineers working in night shifts need to be acknowledged and compensated for motivating them for the service. Hence association recommends Rs. 200 - 250/- per night shift as a token compensation in addition to the shift duty allowances for the service provided by them.

2. **Shift Allowance:** The engineers working in shift @ EHT Substations are prone to for tension and hazardous body cycle which have direct impact on their health. All the Engineers working in Shifts shall be provided allowance @ Rs.200 – 250 per shift.

3. **Spread over Allowance:** Recognizing the range of responsibilities and difficulties involved to the Engineers working in transmission wing, appropriate compensation need to be provided to them to do justice for their efforts and motivating them for the present challenges. They need to be task oriented and work focused for maintaining the substation and ensuring the availability of transmission element irrespective of time and season. Hence the engineers shall be awarded with allowance @ 15% on MOGS.

4. **Allowance for Construction Engineers:** The Construction works in transmission are quite tough and risky. Dealing with contractors, politicians, local people, extensive traveling are making the job more difficult. Hence Association demands that all Engineers working in Construction shall be given allowance @ 25% on MOGS.

5. **Protection/ Testing/ Commissioning Allowance:** The Engineers under protection & PET wings play a key role in system restoration works to keep the network down time low. The System Protection engineers are the knowledge bank of the organization. The job demands thorough knowledge of the network, protective relaying, and working in odd hours / holidays and exceptional
endurance. Once a Protection / Testing Engineer takes up the job on breakdown, they will leave the work spot only after restoration, which sometimes lasts days. Recognizing the efforts and suitably compensating them will boost the morale of the Engineers working in these wings. Hence Association requests the management to consider providing the allowance @ 30% on MOGS.

6. **Incentive Scheme:** KSEBL won many laurels for its stupendous performance at national level. The efforts of Engineers in this regard are reward worthy. Hence they may be provided a performance based incentive @ 10% on MOGS, which will boost the morale and makes them achieve even higher. This system is in existence in Central PSU, PGCIL.

7. **Rural Area Allowance:** The Engineers working in rural areas deprived of facilities available in urban areas like education, medical and recreation facilities etc. They are facing lot of hardship in the field and it is becoming very difficult for the management also to make the engineers work in rural areas satisfactorily. Hence 10 % on MOGS shall be allowed towards compensation of deprived facilities, problems being faced and to encourage the Engineers to work in rural areas satisfactorily.

8. **HRA for all sub-stations which are remotely located & deprived of eligible quarters:** In some of the EHV Sub-stations where some accommodation (not eligible) are provided, the Engineers working are denied of HRA. But the Engineers residing at the poorly constructed Quarters are suffering because of lack of basic amenities such as Schools, Hospitals, Drinking water and such other facilities. The quarters are constructed in view of the importance of the need of technical man-power on 24/7 basis. But because of the disadvantages stated above, the attrition rate is very high. Therefore HRA equivalent to the nearest area applicable shall be given to the Engineers even though they reside in quarters.
D. ALLOWANCES FOR DISTRIBUTION

1. **Operation Allowance:** A distribution AE plays the most crucial role in distribution function, as his work involves direct contact with end consumer. He is the face of the Organization. In KSEBL he is being made responsible for O & M, the capital works, the revenue collection, complaint redressal and even the statutory function of the Assessing Officer! The work pressures as well public pressures are quite high in a distribution section. Taking account of these facts, the Association demands that the Section Engineers be given allowance @ 100% on MOGS.

2. **Spread over Allowance:** Recognizing the range of responsibilities and difficulties involved to the Engineers working in distribution, appropriate compensation need to be provided to them to do justice for their efforts motivating them for the present challenges. They are facing lot of hardship in the field and are being subjected to pressures from public, political and people representatives. The working environment in distribution has now deteriorated to such a level that the distribution function is the last option for young engineers. Hence the engineers shall be awarded with allowance @ 35% on MOGS.

3. **Statutory duty Allowance:** Some engineers are notified as statutory officers as per the provisions of the Electricity Act and performing the function in addition to their normal responsibilities. Accordingly they deserve additional compensation @ 10% of MOGS

4. **Spl. Allowance for Engineers working in Vigilance and APTS Units:** Keeping in view the difficult nature of work involved, better compensation is to be provided to Engineers working in APTS and Vigilance Units. They works in very hostile environment and every now and then, they are man-handled. As most of the power thieves have link with anti-social elements, there are some risk element involved in their job. Hence they deserve special allowance and better compensation. Hence it is requested that they be provided with allowance @ 20% of the MOGS

5. **Incentive Scheme:** KSEBL as a distribution licensee need to perform consistently for sustainability of the state power sector and the Engineers need to be motivated
accordingly to the goal. Hence they may be provided a performance based incentive @ 10% on MOGS, which will boost the morale and makes them aim higher and achieve the goal.

6. Rural Area/ Remote Area Allowance: The Engineers working in rural/remote areas deprived of facilities available in urban areas like education to their children, medical facility for self and family members and recreation facilities. They are facing lot of hardship in the field and it is becoming very difficult for the management also to make the engineers work in rural/remote areas satisfactorily. They are being subjected to pressures from public, political and public representatives. Hence 10 % on MOGS shall be allowed towards compensation of deprived facilities, problems being faced and to encourage the Engineers to work in rural areas satisfactorily.

7. Construction allowance for Engineers working in distribution projects: For implementing the quantum of capital works (including mechanization and modernization) required in the distribution function as envisaged in the national electricity plan and GoI programs with quality demands, greatest level of motivation, highest level of competency, 24x7 responsibility and ultimate dedication to the work. As such these works need to be completed in time to ensure the envisaged benefits to KSEBL the State. It involves dealing with contractors, politicians, local people and pressure on timely completion are making the job highly competitive and tough. At present we have distribution construction functional units in RAPDRP only. With the estimated quantum of works involved in the proposed DDUGJY, IPDS and KSEBL capital investment plans in the entire distribution, we propose to expand such functional units in every Electrical Circles. Hence Association demands that all Engineers working in Project Construction shall be given allowance @ 50% on MOGS.

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6. **LOANS & ADVANCES**

1. **House Building Advance:** At present, no house building advance is being provided to the engineers in KSEBL. House Building Advance of Rs.25 Lakh shall be given to all the eligible Engineers once in their life time. Provision shall also be made to take over the loan of the eligible Engineers who have borrowed from the Banks for various reasons. Further it is requested to reduce rate of interest on HBA to 5.5% annual rate Interest.

2. **Motor Vehicle Advance:** The budget allocation for vehicle loans shall be enhanced and the advances shall be as follows with 5.5% annual rate Interest:

   - For Two Wheelers: Rs.75,000/-
   - For Four Wheelers: Rs.7.50 lakhs

   Further, this Association request to extend the eligibility for vehicle loan of two wheelers to all the Engineers appointed on regular basis and for four wheeler to those who have put in 3 years of service.

3. **Computer Loan:** Computer Loan of Rs.50,000/- shall be provided all Engineers in KSEBL

4. **Children Education Loan:** An amount of Rs.10 Lakhs shall be provided as Loan for Children Higher Education purpose.

5. **Multi-purpose Advance:** We request the Management to sanction one month salary of the employee as on the date of application, once in a calendar year towards multipurpose advance without interest as is being granted in NTPC/PGCIL to their employees and shall be recoverable in 11 monthly equal instalments.

***
7. **CONCLUSION:**

As such, we have presented a balanced pay revision proposal for the better future of the power sector in the state with appropriate acknowledgement of the efforts and performance of the power engineers who are the prime movers of the power sector and motivating them to face the challenges ahead. The proposal is based is focused on following specific points and philosophies:

- Separate Pay structure for Power Engineers
- The pay structure should be in tune with the pay structure in practice in various power utilities in the country
- The pay structure should reflect the responsibilities, relevance and competency requirement of the post
- Reasonable compensation allowances need to be provided for engineers based on location, performance, competency and working conditions and to do justice for their efforts, same shall be provided to them without any ceiling or limitation
- In order to put an end to the stagnation issues, the present 5 level engineering hierarchy in KSEBL may be revise to 9 level hierarchy in tune with the central power sector utilities by providing grade promotion after fixed years of service after each cadre post.

The Association requests the Management and the Pay Revision Committee to look into the demands with respect to the performance requirement of the sector and the relevance of the Employees in general and Power Engineers in particular keeping in view of the compensation provided by Central PSUs, which are in the same field.

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8. ANNEXURES