

PAY SCALE ORDERS

[Prior to 1957 & up to 2010]

and

Amendments & Clarifications to
Pay Scale Orders

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PAY-SCALE EXISTED PRIOR TO 01-04-1957.

Sl.No.	Designation	Time Scale
1	Peon / Malis / Sweepers / Scavengers / Ward Attenders (Boys / Ayahs) / Dhobi / Water Boy / Surgery Cooli / Watchman / Caretaker / Fieldman (sanitary) / Store Helper (PLC) / Unskiled Labourer (stores) / Telephone Boy / Cartman.	Rs. 25- 50 Paise - Rs. 35
2	Gollars / Attenders / Daffedars / Mutchi.	30-01- 35
3	Jamedar.	30-01-40
4	Cook Senior Grade / Cyno Fumigation Maistry / Underground Drainage Maistry.	25-01-30
5	Shift Mechanic / Driver / Mech.II Class / Electrician Maistry II Class / Turner / AutoMechanic/Mason / Carpenter / Painter / Gauger / Trolly Operator / Black Smith / Crane Operator.	45-3-60
6	Second Grade Clerks / Typists / Meter Readers / Tracers / Printer.	45-3-60-4-100
7	First Gr.Clerks / Stenograpers.	60-5-90-8-130-10-180
8	Stenographer (Non optees).	75-5-100-10-150-10-200
9	Accounts Superintendent.	180-10-300
10	Opreators / Asst.Draughtsman.	100-10-150
11	Superevisors El. / Civil,Draughtsman.	100-10-150
12	Butler / L.M Class II / Maistry III Class / Mechanic III Class / Labour I Class / Fireman (Belgaum Dn.) / Hammer Man (Bhadravathi Dn.) Store Attender (M.bad) Store Helper (Raichur).	25-01- 30
13	Mechanic I Class / Maistry I Class / Asst.Cable Jointer.	60-4-100
14	Junior Engineers.	150-10-200
15	Assistant Engineers.	225-20-325-25-500
16	Accounts Officers.	300-700
17	Executive Enginers / Chief Accounts Officer.	550-860
18	Superintending Engineer.	800-1200
19	Chief Engineer.	1200-1500

PAY-SCALE EXISTED WITH EFFECT FROM 01-04-1957.

Sl.No.	Designation	Time Scale
1	Peon / Malis / Sweepers / Scavengers / Ward Attenders (Boys / Ayahs) / Dhobi / Water Boy / Surgery Cooli / Watchman / Caretaker / Fieldman (sanitary) / Store Helper (PLC) / Unskiled Labourer (stores) / Telephone Boy / Cartman.	Rs. 25- 50 paise-Rs. 35.
2	Gang Maistry / Conservancy Daffedar / Cook / Mali / Maity / Cycle orderly Fumigation Fieldman / Helper III Class / Lineman III Class.	25-1-35
3	Gollars / Attenders / Daffedars / Mutchi.	30-1-40-2-50 30-1-40
4	Jamedar.	45-1-45
5	Cook Senior Grade / Cyno Fumigation Maistry / Underground Drainage Maistry.	25-1-35
6	Shift Mechanic / Driver / Mech.II Class / Electrician Maistry II Class / Turner / Auto Mechanic / Mason / Carpenter / Painter / Gauger / Trolly Operator / Black Smith / Crane Operator.	50-4-70
7	Second Grade Clerks / Typists / Meter Readers / Tracers / Printer.	50-3-80-4-120 55-3-70-4-110-5-120
8	First Gr.Clerks / Stenograpers.	75-5-90-6-150-10-180 80-5-100-8-140-10-200
9	Stenographer (Non optees).	75-5-100-8-140-10-250
10	Head Clerks.	150-10-250
11	Accounts Superintendent.	180-10-270-15-360
12	Stenographers Selection Gr / Head Draughtsman.	180-10-300
13	Opreators / Asst.Draughtsman.	70-5-90-6-150-10-180
14	Store Keepers.	140-5-150-6-180-10-200
15	Superevisors El. / Civil, Draughtsman.	100-10-200
16	Head Draughtsman.	180-10-300
17	Lorry Cleaners / Store Attender / Store Helper.	25-01-35
18	Typists Non optees.	55-3-70-4-110-5-150
19	Butler / L.M Class II / Maistry III Class / Mechanic III Class / Labour I class / Fireman (Belgaum Dn.) / Hammer Man (Bhadravathi Dn.) Store Attender (M.bad) Store Helper (Raichur).	35-2-55
20	Mechanic I Class / Maistry I Class / Asst.Cable Jointer.	70-5-125
21	Cable Jointer.	100-10-150
22	Junior Engineers.	150-10-300
23	Assistant Engineers.	250-25-450-30-600
24	Accounts Officers.	300-25-550-30-700
25	Executive Engineers / Chief Accounts Officer.	550-30-700-40-860
26	Superintending Engineer.	800-40-1000-50-1200
27	Chief Engineer.	1200-50-1500

PAY-SCALE EXISTED WITH EFFECT FROM 01-01-1961.

Sl.No.	Designation	Time Scale
1	Peon / Malis / Sweepers / Scavengers / Ward Attenders (Boys / Ayahs) / Dhobi / Water Boy / Surgery Cooli / Watchman / Caretaker / Fieldman (sanitary) / Store Helper (PLC) / Unskilled Labourer (stores) / Telephone Boy / Cartman.	50-1-60
2	Gang Maistry / Conservancy Daffedar / Cook / Mali / Maity / Cycle orderly Fumigation Fieldman / Helper III Class / Lineman III Class.	55-1-65-2-75
3	Gollars / Attenders / Daffedars / Mutchi.	65-2-85
4	Jamedar.	70-2-90
5	Cook Senior Grade / Cyno Fumigation Maistry / Underground Drainage Maistry.	55-2-85
6	Shift Mechanic / Driver / Mech.II Class / Electrician Maistry II Class / Turner / Auto Mechanic / Mason / Carpenter / Painter / Gauger / Trolley Operator / Black Smith / Crane Operator.	80-3-110
7	Second Grade Clerks / Typists / Meter Readers / Tracers / Printer.	80-3-110-4-130-5-150 (Special pay Rs.10/- for Typist)
8	First Gr.Clerks / Stenograpers.	120-5-150-8-190 10-240 (Speial pay for 30/- for Stenographers)
9	Stenographer (Non optees).	110-5-150-8-190-10-260-15-320
10	Head Clerks.	180-10-320
11	Accounts Superintendent.	220-10-320-15-440
12	Stenographers Selection Gr / Head Draughtsman.	225-10-285-15-375 (Speial pay for 30/- for Stenographers)
13	Asst. Store Keepers.	100-4-140-6-200
14	Opreators / Asst.Draughtsman.	110-5-150-6-180-10-220
15	Store Keepers.	150-8-190-10-300
16	Superevisors El. / Civil,Draughtsman.	150-8-190-10-320
17	Head Draughtsman.	225-10-285-15-375
18	Lorry Cleaners / Store Attender / Store Helper.	55-1-65
19	Typists Non optecs.	80-3-110-4-130-5-180
20	Butler / L.M Class II / Maistry III Class / Mechanic III Class / Labour I class / Fireman (Belgaum Dn.) / Hammer Man (Bhadravathi Dn.) Store Attender (M.bad) Store Helper (Raichur).	60-1-70-2-90
21	Mechanic I Class / Maistry I Class / Asst.Cable Jointer.	100-5-150-6-180
22	Cable Jointer.	140-5-150-6-180-10-200
23	Driver Tractor with trailor (10 Ton and above).	150-8-190-10-240
24	Junior Engineers.	200-10-300-15-375
25	Assistant Engineers.	300-25-550-30-700
26	Accounts Officers.	350-25-650-30-800
27	Executive Engineers / Chief Account Officer.	600-40-1080
28	Superintending Engineer.	900-40-1100-50-1300
29	Chief Engineer.	1300-50-1800

PROCEEDINGS OF THE MYSORE STATE ELECTRICIANS BOARD

Read

1. MSEB/A1-5241/60-61 dated 22nd March 1961 adopting Government Order No. FD 17 SRP 1 dated 27.2.1961 revising the pay scales of the employees with effect from 1.1.1961.
2. MSEB/BFO 127/69-70 dated 23.8.1969 approving grant of an interim relief of 10% of pay subject to a minimum of Rs. 5/- to all Class III and Class IV staff with effect from 1.8.1969 subject to adjustment after the pay scales are revised.
3. Memorandum of Settlement dated 12.1.1970 between the MSEB and the Employees' Union in respect of some categories of the Employees.
4. Representation dated 9th October 1969 from the Engineers' Association.

ORDER NO. MSEB/A1-6435/69-70

DATED 15TH JANUARY 1970

The Board are pleased to approve revision of pay scales of the Class III and Class IV Employees as per Annexure -I subject to the following conditions:

Date of effect:

1. The Revised Pay Scales will take effect from the 1st day of April 1969.
2. All Employees will be fitted into the Revised Pay Scales without exception and no options shall be permitted to continue in old scales for any reason whatsoever.
- 3(a) The employees vide item 1 to 15 of Annexure-I who are to be fitted into the scale of Rs. 55-2-75-3-90 and who were in service as on 12.1.1970 will be entitled to a higher start of Rs. 69/- per month in the scale and the minimum of the scale shall, only in their cases be deemed to be Rs. 69/- per month. However, new entrants appointed on and after 13.1.1970 will however start on Rs. 55/- per month in this scale.

3 (b) Lineman III Class and Helper III Class who are actually capable of climbing electric poles shall be entitled to a higher start of Rs. 76/- P.M. in Grade Rs. 70-2-76-3-94-4-118. For this purpose, the Assistant Engineer/Section Officer under whom the employee is working shall, after due verification certify before the end of the month, as to the capacity of the employee as a Pole Climber and the minimum of the scale only in their cases shall be deemed to be Rs. 76/- per month. New entrants appointed on and after 13.1.1970, will however start on Rs. 70/- P.M. only in the Grade of Rs. 70-118.

SPECIAL PAY

4. All non-optee Stenographers and all non-optee Typists will be fitted into the Revised P.E. Scales of Stenographers and Typists respectively and will be entitled to the Special Pay of the posts of Stenographers and Typists respectively.

5. The Stenographers and Typists will be entitled to Special Pay of Rs. 30/- P.M. and Rs. 10/- P.M. attached to the posts. The special pay of Rs. 10/- P.M. granted to Typists for their knowledge of Kannada Typewriting will continue.

6. The Special Pay for Stenographers Selection Grade is abolished with effect from 1.4.1969. The special pay drawn by these Selection Grade Stenographers as on 1.4.1969 will be merged in their pay and taken into consideration as existing basic pay on 1.4.1969 for fixing pay in the revised grade of Rs. 300-655.

7. The Duty Allowance paid to Cashiers and SIA paid to employees at Jog, Munirabad and Kavalwad will continue unchanged.

8. Vehicle Drivers will be entitled to Special Pay wherever it is attached to the posts (This applies to Offices of Chief Engineer and Board Secretariat only).

CONVEYANCE ALLOWANCES

9. All Cycle Orderlies shall be paid Conveyance Allowance of Rs. 10/- P.M. from 12.1.1970 subject to Maintenance of Bicycle.

10. The Meter Readers will continue to get Conveyance Allowance of Rs. 10/- P.M. subject to maintenance of Bicycle.

11. Conveyance Allowance will be paid at Rs. 10/- P.M. to the following employees subject to maintenance of a Bicycle.

- i) All Junior Engineers and Supervisors posted in O&M Units for Line Maintenance and Distribution work;
- ii) All Maintenance men detailed for fuse-off call duties;
- iii) Staff engaged on street light switch-on and switch-off duties;
- iv) All II Class Mechanics working as Haistries and doing line work in O&M Units;
- v) Maintenance men detailed for disconnection and reconnection duties;
- vi) Line break-down staff not provided with vehicles.

The Chief Engineer (O&M) will fix up the several posts for which Bicycles have to be maintained in each Division for whom the conveyance allowance at Rs. 10/- P.M. is payable in respect of items (iv), (v) & (vi) above.

PAY FIXATION AND SERVICE INCREMENTS

12.(a) At present, the pay of an Employee comprises of the following:

- a) Basic Pay
- b) Protection Pay
- c) Dearness Allowance
- d) Special Pay
- e) Wage Board Interim Relief granted from 1.7.1967
- f) Ten percent Interim Relief granted from 1.8.1969
- g) Stagnation Increment
- h) House Rent Allowance & CCA

But, for purposes of pay Fixation, only the basic pay of the employee as on 1.4.1969 has to be taken into consideration (except for Selection Grade Stenographers) and all other items have to be excluded. An example is furnished below:

Pay of Mr. X as on 1.4.1969:

Pay	Rs. 166.00
Interim Relief	.. 16.00
Special Pay	.. 15.00
D.A.	.. 122.00
HRA	.. 12.00
CCA	.. 9.15
	<hr/>
	241.25

For purposes of fixation of pay as on 1.4.1969 only Rs. 166/- has to be taken as the Existing Basic Pay.

12 (b) Revision of pay scale does not amount to a promotion.

12 (c) "Uninterrupted qualifying Service" means periods of actual duty and all kinds of leave. Leave Without Allowances sanctioned by the competent authority does not amount to an interruption of service and the actual period of LWA will have to be excluded for working out the total period of qualifying service for reckoning increments.

15. Service increments as follows will be allowed to each employee:

A. For employees whose existing basic pay is between rupees 55-149:

(a) Where the existing basic pay is less than the minimum of the revised scale, in which the employee is to be fixed, the basic pay shall be fixed at the minimum of the revised scale.

(b) Where the difference between the existing basic pay of an employee and the minimum of the revised scale in which he is to be fitted is less than three times the rate of initial increment in the revised scale, the employee will be entitled to service increments at the rate of one increment for every five years of uninterrupted qualifying service subject to a maximum of three increments in all, and the service increments will be added to the existing basic pay.

(c) If the amount so arrived at is less than the minimum of the revised scale, he shall be fixed at the minimum of the revised scale.

(d) If the amount arrived at in the above manner exceeds the minimum of the revised scale, he shall be fitted in the following manner --

i) if it is one of the stages in the revised scale, he will be fixed at that stage

ii) if however the amount so arrived at is in between two stages in the revised scale the employee will be fixed at the next higher stage in the revised scale.

(e) Where the existing basic pay of an employee is equal to the minimum of the revised scale, he will be entitled to service increments at the rate of one increment for every five years of uninterrupted qualifying service, limited to three increments in all and will be fixed in the revised scale at that stage.

(f) Where the existing basic pay of an employee exceeds the minimum of the revised scale he will be fitted as below:-

i) If the existing basic pay is one of the stages in the revised scale, he shall be entitled to service increments at the rate of one increment in the revised scale for every

five years of uninterrupted qualifying service limited to three increments and he shall be fitted at that stage after allowing service increments in this manner;

- ii) If the existing basic pay of the employee is between two stages in the revised scale, he shall be first brought to the next higher stage in the revised scale and then service increments will be allowed at the rate of one increment for every five years of uninterrupted qualifying service, limited to two increments.

B. For Employees whose existing basic pay is between Rupees 150-750 per month

(a) Where the existing basic pay of an employee is less than the minimum of the revised scale in which he has to be fitted (as per Annexure-I), he will be started at the minimum in the revised scale. If, however, the difference between his existing basic pay and the minimum of the revised scale is less than the amount representing two times the initial annual increment in the revised scale, he will be entitled to service increment at the rate of one increment for every five years of uninterrupted qualifying service subject to a maximum of three increments in all or Rs. 25/- over the minimum of the revised scale, whichever is less, and the initial basic pay in the revised scale will be fixed accordingly.

Note:- While limiting the benefit as above, if the basic pay so fixed falls in between any stages of the revised scale the excess over the lower stage will be allowed as personal absorbable pay

(b) Where the existing basic pay is not less than the minimum of the revised scale his basic pay in the revised scale will be fixed in the following manner:

- i) If the existing basic pay is one of the stages in the revised scale, the employee shall be entitled to service increments at the rate of one increment in the revised scale for every five years of uninterrupted qualifying service, limited to three increments in all and he shall be fitted at that stage after allowing service increments in this manner.
- ii) If the existing basic pay of the employee is between two stages in the revised scale, he shall be first brought on to the next higher stage in the revised scale and then service increments will be allowed at the rate of one increment for every five years of uninterrupted qualifying service limited to two increments

A few examples of pay fixation are furnished below:

Sl. No.	Basic pay on 1.4.69 Rs.	Years of service	Old Grade	New Grade	Revised pay fixed on 1.4.1969 Rs.	Remarks
1.	150/-	11 years	150-320	250-500	250/-	Minimum
2.	250/-	13 years	150-320	250-500	282/-	Min.+ 2 increments
3.	280/-	13 years	150-320	250-500	314	280+2+2 increments
4.	315/-	6 years	250-375	300-655	320/-	Next stage
5.	315/-	11 years	250-375	300-655	360/-	315+5+2 increments.
6.	114/-	4 years	80-150	110-250	118/-	Next stage
7.	114/-	12 years	80-100	110-250	134/-	118+2 increments
8.	114/-	16 years	80-150	110-250	134/-	118/-+2 increments
9.	110/-	16 years	80-150	110-250	134/-	110 + 3 increments

14. The pay may be fixed as per Ready reckoners Annexure II vide pages from 14 to 35 of this order, which are appended to this order, but care should be exercised in computing the qualifying service as per service records. For sanctioning service-increments and pay fixation, the Superintending Engineers are authorised to sanction pay fixation after verification by the Accounts Officers and Accounts Superintendents at Sivasamudram and Jog and -allocation statements need not be sent to the Chief Engineer, Electricity (General). In respect of the offices of the Chief Accounts Officer and the Chief Engrs., the Chief Accounts Officer and the Superintending Engineer (Tech) respectively will sanction the pay fixation.

15. Consequent to this pay fixation, the next increment to the employees covered by this revision will be due only after they render qualifying service of one year from 1.4.1969.

ABSORPTION OF INTERIM RELIEF:

16. After the pay as prescribed above is fixed as on 1.4.1969, the revised Pay and D.A. and H.R.A. at approved rates will be claimed from 1.4.1969 as per the Revised Pay Scales. From this, the following will

be deducted:-

- i) Interim relief including stagnation increment granted as per interim award of the Central Wage Board for Electricity Undertakings. Only amounts paid on this account from 1.4.1969 need be deducted.
- ii) Interim relief of 10% of pay with minimum of Rs. 5/- and the maximum of Rs. 25/- granted as per Board Order with effect from 1.8.1969.

The nett amount as arrived above shall be paid to the employee.

17. Other amounts like special pay, increments drawn as part of pay between 1.4.1969 upto the date of pay fixation shall be deducted from the amount to be paid due as per this order. If the benefit now accrued as per pay fixation in the Revised Grade is less than the Interim Relief granted from 1.8.1969, the difference will be treated as absorbable personal pay and will be absorbed in future increments.

HOUSE RENT

18. The employees drawing pay upto Rs. 149/- per month will be exempted from payment of rent in respect of Board quarters provided to them. They are not entitled to any House Rent Allowance. If any House Rent has been paid from 1.4.1969 to employees drawing Rs. 100/- P.M. and below, the same will be recovered. Likewise, any House Rent recovered from employees drawing between Rs. 100-149 between 1.4.1969 and 31.12.1969 will be refunded.

19. House Rent Allowances that are being paid to the other staff will be continued to be drawn at the same rates as before.

SHIFT ALLOWANCES

20. Shift Allowances will be paid at the following rates with effect from 12th January 1970 to employees who are on evening or night shift:-

- (a) 6½% of pay to all shift staff working in generating stations at Jay, Sivasamudram, Shimshapura and Munirabad and at the Main Receiving Stations at Shimoga, Sharavathi Receiving Station at Hutli, New Receiving Station at Bangalore, Sharavathi Receiving Station at Peenya and Forbes Transformer Station at Mysore.

- (b) 25 paise (twentyfive paise) per every evening/night shift, per shift in all other cases where staff are on shift duties.

GENERAL HOLIDAYS

21. The number of General Holidays will be reduced to 15 per annum (12 festival holidays and three national holidays - on 26th January, 15th August and 2nd October) for each year and all Second Saturdays will hereafter be working days. The above holidays will be applicable both for administrative offices and for executive staff.

UNIFORMS TO EMPLOYEES

22. The following employees will be provided with two sets of uniforms and one pair of foot-wear per year:

- a) All Meter Readers
- b) All Vehicle Drivers
- c) All Cycle Orderlies
- d) All Watchmen
- e) All staff detailed for disconnection and reconnection duties
- f) All staff entrusted with duty of attending to consumers complaints - such as fuse off calls
- g) MRT Rating staff.

SURRENDER AND ENCASHMENT OF LEAVE

23. Employees of the Board who have rendered a minimum service of one year are permitted to surrender Earned Leave or Privilege Leave to the extent of a minimum of thirty days in a year and a maximum of sixty days in a year subject to the condition that -

- i) there should be a minimum interval of twelve months between any two such surrenders.
- ii) No other leave except casual leave is availed during this intervening period.

In such cases, the leave salary they are entitled to will be paid to them. Any leave if refused by the competent authority will be encashable at the option of the employee. Non sanction of leave during period of unauthorised absence, over staying of leave, etc., will not amount to refusal for this purpose.

23 (a) The requirements of twelve months intervening period between two surrenders will be relaxed in the last year of service in the case of employees who are retiring - from service due to superannuation.

23. (b) The authority empowered to sanction Earned/privilege leave upto 60 days, for various categories of employees will be empowered to accept leave surrenders in the above manner, all procedures being followed, for verification of leave title, etc., (as in the case of sanction to leave). On acceptance of leave surrenders, the leave account of the employee shall be debited to the extent of such surrender and the fact of ~~leave surrender and payment of leave~~ ^{concerned} salary noted in the ~~the~~ service registers. The prescribed application form is enclosed as per Annexure -III.

EFFICIENCY BAR

24. In order to cross the Efficiency Bar, no examinations are prescribed. But six months prior to the accrual of the increment, the previous confidential reports have to be studied and if there are adverse reports, a notice has to be issued to the employee to improve himself. The case should again be taken up one month in advance and increment sanctioned, only if there is improvement. This will be done by the officer competent to sanction the increment and there shall be no appeal against his decision. Detailed further instructions in this respect will follow.

25. The arrears of payment due as per this order for the period from 1.4.1969 to 31.12.1969 shall be claimed and disbursed within 25th February 1970.

26. The extra expenditure on account of Revision of ~~Pay~~ Scales will be debited to Revenue Expenditure in the Budget for 1969-70 under appropriate Sub-heads. The Chief Engineer, Electricity (General) will approach the Board for any additional grants to take into account the additional expenditure. Further, necessary additional provisions required shall be made in the Budget for 1970-71.

27. The revision of pay scales has necessarily to be linked up with the improvement in efficiency. Steps

should therefore be taken to improve efficiency and speed in all Board offices.

BY ORDER,

Y. Raghav Naik
(Y. Raghav Naik)
SECRETARY

COPY TO:

1. All Chief Engineers
2. The Accountant General, Mysore, Bangalore
3. The Chief Accounts Officer
4. All the Superintending Engineers (Elect)
5. All the Executive Engineers (Electrical)
6. All the Assistant Engineers (Electrical)
7. The Chief Engineer, HECF, Bangalore
8. The Secretary, TBIES, T.B. Dam
9. The Electrical Inspector to Government
10. The Executive Engineer, P/D Electrical Dvn., Bangalore
11. All the Assistant Secretaries
12. The Special Officer
13. All deputed employees.

ANNEXURE-I

(Board Order No. MSB.A.1.6435/6)-70
Dated 15th January, 1970)

REVISED SCALES OF PAY

S1. No.	Designation	Existing Scale	Revised Scale	Remarks
1	2	3	4	5
1.	Peon	50-1-60	55-2-75-3-30	
2.	Malis			
3.	Sweepers			
4.	Scavengers			
5.	Ward Attenders (Boys / Ayahs)			
6.	Dhobi			
7.	Waterboy			
8.	Surgery cooly			
9.	Hatchman			
10.	Caretaker			
11.	Fieldman (sanitary)			
12.	Store Helper (PLC)			
13.	Unskilled Labourer (stores)			
14.	Telephone Boy			
15.	Cartman			
16.	Cook	55-1-65-2-75	70-2-76-3-34-4-118	
17.	Mali (senior grade)			
18.	Maiti			
19.	Cycle Orderly	55-1-65-2-75	70-2-76-3-34-4-118	
20.	Collars	65-2-85	80-4-120-5-145	
21.	Attenders			
22.	Daffedars			
23.	Mutchi			
24.	Jamedar			
25.	Cook - senior grade			
26.	Butler	70-2-30		
		55-2-35		
26.	Butler	60-1-70-2-30		
27.	Second Grade Clerks	80-3-110-4-130-5-150	110-8-150-10-250	
28.	Typists	80-3-110-4-130-5-150 - Plus Rs.10/- Spl. Pay	110-8-150-10-250 - Plus Rs.10/- Spl. Pay	
29.	Typists (non-optees)	80-3-110-4-150-5-180	110-8-150-10-250 - Plus Rs.10/- Spl. Pay	
30.	Meter Reader	80-3-110-4-130-5-150	110-8-150-10-250	
31.	First Grade Clerks	120-5-150-8-190-10-240	150-12-270/E3-15-345	
32.	Stenographers	120-5-150-8-190-10-240+Rs.30 SP.	150-12-270/E3-15-345 Plus Rs.30/- Spl. Pay	
33.	Stenographers (non-optees)	110-5-150-8-190-10-260-15-320	150-12-270/E3-15-345 Plus Rs.30/- Spl. Pay	
34.	Head Clerk	180-10-320	250-16-330-18-420/E3-20-500	

continued...)

1	2	3	4	5
35.	Accounts Suppls.	220-10-320-15-440		
36.	Stenographers Selection (Grade)	200-10-280-15-400	300-20-380-25-500 EB-30-600	
37.	Tracers	80-3-110-4-130-5-150	110-5-135-5-175	
38.	Printers			
39.	Asst. Store-Keepers	100-4-140-6-200	130-7-200-8-240	
40.	Operators	110-5-150-6-180-10-220	130-7-200-8-240	
41.	Asst. Draftsman			
42.	Store-Keepers	150-8-170-10-300	170-10-250-12-310-15-355	
43.	Supervisors (Elec)	150-8-170-10-320	250-16-330-18-420/ EB-20-500	
44.	Supervisors (Civil)			
45.	Draughtsman	150-8-170-10-320	170-10-250-12-298/ EB-12-310-15-355	
46.	Head Draughtsman	225-10-285-15-375	250-16-330-18-420/ EB-20-500	
47.	Lorry Cleaner	55-1-65	70-2-76-3-94-4-118	
48.	Store Attender			
49.	Store Helper			
50.	Gang Maistry	55-1-65-2-75	70-2-76-3-94-4-118	
51.	Conservancy Daffedar			
52.	Fumigation Fieldman			
53.	Helper III-Class	55-1-65-2-75	70-2-76-3-94-4-118	
54.	Lineman III-Class			
55.	Cyno Fumigation Maistry	55-2-85	70-2-76-3-94-4-118	
56.	Underground Drainage Maistry			
57.	Lineman II-Class			
58.	Helper II-Class			
59.	Maistry III-Class			
60.	Mechanic III-Class			
61.	Labourer I-Class			
62.	Fireman (Belgaum Division)	60-1-70-2-70	80-4-120-5-145	
63.	Hammerman (Madhavathi Dvn)			
64.	Store Attender (Munirabad Dvn)			
65.	Store Helper (Raichur Dvn)			
66.	Shift Mechanic			
67.	Driver (vehicle)			
68.	Mechanic II-Class			
69.	Maistry II-Class			
70.	Turner			
71.	Auto-Mechanic			
72.	Wagon	80-3-110	110-5-135-6-175	
73.	Carpenter			
74.	Painter			
75.	Gauger			
76.	Trolley Operator			
77.	Blacksmith			
78.	Crane Operator			
79.	Change Shiftman			
80.	Electrician			

(continued ...)

1.	2	3	4	5
81. Mechanic I Class	}	100-5-150-6-180	130-7-200-8-240	
82. Maistry I Class				
83. Asst. Cable Jointer		100-5-150-6-180	150-7-175-10-285	
84. Cable Jointer		140-5-150-6-180- 10-200	}	
85. Driver Tractor with Tractor (10 ton & above)		150-8-170-10-240		130-10-250-17-310- 15-355
86. Junior Engineers		250-10-300-15-375	300-20-380-25-505/ EB-30-655	

(continued ...)

Annexure-II

KYSCRE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board Order No. ISBE.A1.5235/53-79 dated 15th January 1979.

Old Grade:

New Grade:

Rs. 50-1-50

Rs. 55-2-75-3-90

PAY IN THE REVISED SCALES

Pay on 1.4.79	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years.	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
50	69	69	69	69
51	69	69	69	69
52	69	69	69	69
53	69	69	69	69
54	69	69	69	69
55	69	69	69	69
56	69	69	69	69
57	69	69	69	69
58	69	69	69	69
59	69	69	69	69
60	69	69	69	69

Annexure-II

HYDRA STATE ELECTRICITY BOARD

Statement showing the fixation of pay as per board
Order No. HSEEA.1.3435/69-70 dated 15th January 1970

Old Grade
55-1-55-2-75

New Grade
~~75-1-75-2-81-1-118~~

Pay on 1-4-1969	PAY IN THE REVISED SCALE			
	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
55	75	75	75	75
56	76	76	76	76
57	76	76	76	76
58	75	76	75	75
59	76	76	76	76
60	76	75	76	76
61	76	76	76	76
62	76	75	75	75
63	76	76	76	76
64	76	76	76	75
65	75	76	75	76
67	76	76	75	76
69	76	76	75	79
71	76	76	79	82
73	76	76	79	82
75	76	79	82	85

Annexure-II

MYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board
Order No. MS.1.A.1.3+35/67-70 dated 15th January 1970

Old Grade:

Rs. 55-1-65-2-75

New Grade:

Rs. 70-2-76-3-84-4-118

PAY IN THE REVISED SCALE

Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
55	70	70	70	70
56	70	70	70	70
57	70	70	70	70
58	70	70	70	70
59	70	70	70	70
60	70	70	70	70
61	70	70	70	70
62	70	70	70	70
63	70	70	70	70
64	70	70	70	70
65	70	70	70	72
67	70	70	72	74
69	70	72	74	76
71	72	74	76	76
73	74	76	78	78
75	76	78	82	82

Annexure-II

MYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board Order No. MSEB.41.6435/69-70 dated 15th January 1970

Old Grade: New Grade:
 Rs. 65-2-85 Rs. 80-4-120-5-145

Pay on 1-4-1969 Rs.	PAY IN THE REVISED SCALES			
	Less than 5 years Rs.	5 or more but less than 10 years Rs.	10 or more but less than 15 years Rs.	15 years and above Rs.
65	80	80	80	80
67	80	80	80	80
69	80	80	80	84
71	80	80	80	84
73	80	80	84	88
75	80	80	84	88
77	80	84	88	92
79	80	84	92	92
81	84	88	92	92
83	84	88	92	92
85	88	92	96	96

Annexure-II

MISORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board
Order No. MS 33.A1.6+35/69-70 dated 15th January 1970

Old Grade:

Rs. 70-2-90

New Grade:

Rs. 80-4-120-5-145

PAY IN THE REVISED SCALES

Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
70	80	80	80	84
72	80	80	80	84
74	80	80	84	88
76	80	80	84	88
78	80	84	88	92
80	80	84	88	92
82	84	88	92	92
84	84	88	92	96
86	88	92	96	96
88	88	92	96	100
90	92	96	100	100

Annexure-II

MUMBAI ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board.
Order No. MSEB/A1.6435/69-70 dated 15th January 1970

Old Grade:

Rs. 55-2-85

New Grade:

Rs. 80-4-120-5-145

PAY IN THE REVISED SCALE

Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
55	80	80	80	80
57	80	80	80	80
59	80	80	80	80
61	80	80	80	80
63	80	80	80	80
65	80	80	80	80
67	80	80	80	80
69	80	80	80	84
71	80	80	80	84
73	80	80	84	88
75	80	80	84	88
77	80	84	88	92
79	80	84	88	92
81	84	88	92	92
83	84	88	92	92
85	88	92	96	96

Annexure-II

ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board
Order No. MSB.E.A.1.6435/52-70 dated 15th January 1970

Old Grade:

New Grade:

Rs. 60-1-70-2-90

Rs. 80-4-120-5-145

PAY IN THE REVISED SCALE

Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
60	80	80	80	80
61	80	80	80	90
62	80	80	80	80
63	80	90	90	90
64	80	90	80	90
65	80	90	80	80
66	80	80	80	80
67	90	80	80	90
68	90	80	80	80
69	90	90	90	84
70	90	80	80	84
72	80	80	90	84
74	80	80	84	83
75	80	80	84	88
78	80	84	83	92
80	80	84	83	92
82	84	83	92	92
84	84	88	92	96
86	88	92	96	96
88	88	92	96	100
90	92	95	100	100

Annexure-II

MYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board
Order No.MSEB:1.6435/69-70 dated 15th January 1970

Old Grade:

Rs. 80-3-110-4-
130-5-150

New Grade:

Rs. 110-8-150-10-250

PAY IN THE REVISED SCALE

Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
80	110	110	110	110
83	110	110	110	110
86	110	110	110	110
89	110	110	110	118
92	110	110	110	118
95	110	110	118	126
98	110	110	118	126
101	110	110	118	126
104	110	118	126	134
107	110	118	126	134
110	110	118	126	134
114	118	126	134	134
118	118	126	134	142
122	126	134	142	142
126	126	134	142	150
130	134	142	150	150
135	142	150	160	160
140	142	150	160	160
145	150	160	170	170
150	150	160	170	180

Annexure II

MYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Point
Order No. NSEB.41.6435/69-70 dated 15th January 1970

Old Grade:

B.80-3-110-4-150-5-200

New Grade:

B.110-3-150-10-250
Plus Spl. Pay Rs.10/-

PAY IN THE REVISED SCALE

Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above marks	Re-
Rs.	Rs.	Rs.	Rs.	Rs.	
80	110	110	110	110	Plus
83	110	110	110	110	Spl.
86	110	110	110	110	Pay
89	110	110	110	113	of
92	110	110	110	118	B.10/-
95	110	110	118	126	p.m.
98	110	110	118	126	
101	110	110	118	126	
104	110	118	126	134	
107	110	118	126	134	
110	110	118	126	134	
114	118	126	134	134	
118	118	126	134	142	
122	126	134	142	142	
126	126	134	142	150	
130	134	142	150	150	
134	134	142	150	160	
138	142	150	160	160	
142	142	150	160	170	
146	150	160	170	170	
150	150	160	170	180	
155	160	170	180	180	
160	160	170	180	190	
165	170	180	190	190	
170	170	180	190	200	

(continued ...)

175	180	170	200	200
180	180	190	200	210
185	190	200	210	210
190	190	200	210	220
195	200	210	220	220
200	200	210	220	230

Annexure-II

MYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board
Order No.MSEB.AT.6+35/69-70 dated 15th January 1970

<u>Old Grade:</u>		<u>New Grade</u>		
Rs. 120-5-150-8- 190-10-240		Rs. 150-12-270-33- 15-345		
PAY IN THE REVISED SCALE				
Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
120	150	150	150	162
125	150	150	150	162
130	150	150	162	174
135	150	150	162	174
140	150	162	174	186
145	150	162	174	186
150	150	162	174	186
153	162	174	186	186
166	174	186	198	198
174	174	186	198	210
182	186	198	210	210
190	198	210	222	222
200	210	222	234	234
210	210	222	234	246
220	222	234	246	246
230	234	246	258	258
240	246	258	270	270

Annexure-II

NYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board
Order No. MSER.A1.6435/69-70 dated 15th January 1970.

Old Grade:

Rs. 110-5-150-8-190
-10-260-15-320
(Non-Optees)

New Grade:

Rs. 150-12-270-15-345
Plus Spl. Pay of
Rs. 30/-

PAY IN THE REVISED SCALE

Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above	Re- marks
Rs.	Rs.	Rs.	Rs.	Rs.	
110	150	150	150	150	Spl. Pay of Rs. 30/- pm.
115	150	150	150	162	
120	150	150	150	162	
125	150	150	150	162	
130	150	150	162	174	
135	150	150	162	174	
140	150	162	174	186	
145	150	162	174	186	
150	150	162	174	186	
158	162	174	186	186	
166	174	186	198	198	
174	174	186	198	210	
182	186	198	210	210	
190	198	210	222	222	
200	210	222	234	234	
210	210	222	234	246	
220	222	234	246	246	
230	234	246	258	258	
240	246	258	270	270	
250	258	270	285	285	
260	270	285	300	300	
275	285	300	315	315	
290	300	315	330	330	
305	315	330	345	345	
320	330	345	345	345	

Annexure-II

HIGHER GRADE SERVICE BOARD

Statements giving the fixation of Pay as per Board
Order No. M. 11. 5435/57-70 dated 15th January 1970Old Grade:Rs. 80-3-110-4-130
-5-150New Grade:

Rs. 110-5-135-6-175

PAY IN THE REVISED SCALE

Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
80	110	110	110	110
83	110	110	110	110
86	110	110	110	110
89	110	110	110	110
92	110	110	110	110
95	110	110	110	110
98	110	110	110	115
101	110	110	115	120
104	110	110	115	120
107	110	115	120	125
110	110	115	120	125
114	115	120	125	125
118	120	125	130	130
122	125	130	135	135
126	130	135	141	141
130	130	135	141	147
135	135	141	147	153
140	141	147	153	153
145	147	153	159	159
150	153	159	165	165

Annexure-II

MYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board
Order No.MSEB.A1.6435/69-70 dated 15th January 1970

<u>Old Grade:</u>		<u>New Grade:</u>		
Rs. 100-4-140-6-200		Rs. 130-7-200-8-240		
PAY IN THE REVISED SCALE				
Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
100	130	130	130	130
104	130	130	130	130
108	130	130	130	130
112	130	130	130	137
116	130	130	130	137
120	130	130	137	144
124	130	137	144	151
128	130	137	144	151
132	137	144	151	151
136	137	144	151	151
140	144	151	158	158
145	151	158	165	165
152	158	165	172	172
158	158	165	172	179
164	165	172	179	179
170	172	179	186	186
176	179	186	193	193
182	186	193	200	200
188	193	200	208	208
194	200	208	216	216
200	200	208	216	224

Annexure-II

MAYHEM 30 RD

Statement showing the fixation of Pay as per Board
Order No. MS33.11.6435/69-70 dated 15th January 1970Old Grade:

Rs. 110-5-150-6-180-10-220.

New Grade:

RS: 130-7-200-8-240

PAY IN THE REVISED SCALE

Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
110	130	130	130	137
115	130	130	130	137
120	130	130	137	144
125	130	137	144	151
130	130	137	144	151
135	137	144	151	151
140	144	151	158	158
145	151	158	165	165
150	151	158	165	165
156	158	165	172	172
162	165	172	179	179
168	172	179	186	186
174	179	186	193	193
180	186	193	200	200
190	193	200	208	208
200	200	208	216	224
210	216	224	232	232
220	224	232	240	240

Annexure-II
MYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board
Order No. SEEA.1.5435/65-70 dated 15th January 1970

Old Grade:	New Grade:
150-8-190-10-320	190-10-250-12-310- 15-355.

PAY IN THE REVISED SCALES

Pay on 1.4.69	Less than 5 years	5 or more	10 or more	15 years and above
		but less than 10 years.	but less than 15 years.	
Rs.	Rs.	Rs.	Rs.	Rs.
150	190	190	190	190
158	190	190	190	190
155	190	190	190	190
174	190	190	190+4 PP	200+4 PP
182	190	190+2 PP	200+2 PP	210+2 PP
190	190	200	210	220
200	200	210	220	230
210	210	220	230	240
220	220	230	240	250
230	230	240	250	252
240	240	250	262	274
250	250	252	274	286
260	262	274	286	286
270	274	286	298	298
280	285	298	310	310
290	298	310	325	325
300	310	325	340	340
310	310	325	340	355
320	325	340	355	355

Annexure-II

MYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board
Order No. SEB/KI/5435/69-70 dated 15th January 1970

Old Grade:
180-10-320

New Grade:
250-15-330-18-420-
20-500

PAY IN THE REVISED SCALES				
Pay on 1.4.1969	Less than 5 years	5 or more but less than 10 years.	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
180	250	250	250	250
190	250	250	250	250
200	250	250	250	250
210	250	250	250	250
220	250	250	250+2 pp	266+2 pp
230	250	250	250+12 pp	266+9 pp (limited to 275)
240	250	250+6 pp	258+6 pp	266+9 pp (limited to 275)
250	250	266	282	298
260	266	282	298	298
270	282	298	314	314
280	282	298	314	314
290	298	314	330	330
300	314	330	348	348
310	314	330	348	348
320	330	348	366	355

Annexure-II
 KYSORE STATE ELECTRICITY BOARD

the fixation of Pay as per Board
 dated 17th January 1970

<u>Old Grade:</u>	<u>New Grade:</u>
200-10-200-15-400	300-20-380-25-505-PP-30-555

PAY IN THE REVISED SCALE				
Pay on 1.4.1969	Less than 3 years	5 or more but less than 10 years.	10 or more but less than 15 years.	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
200	300	300	300	300
210	300	300	300	300
220	300	300	300	300
230	300	300	300	300
240	300	300	300	300
250	300	300	300	300 10 PP
260	300	300	300	320
270	300	300	300 10 PP	320 5 PP
280	300	300	320	320 5 PP
295	300	300 15 PP	320 5 PP	320 5 PP
310	320	340	360	360
325	340	360	380	380
340	340	360	380	405
355	360	380	405	405
370	380	405	430	430
385	405	430	455	455
400	405	430	455	455

Annexure-II

MYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board
Order No. MSEB. 11.6+35/69-70 dated 15th January 1970

<u>Old Grade:</u>		<u>New Grade:</u>		
Rs. 220-10-320-15-440		Rs. 300-20-390-25-505 -EB-30-555.		
PAY IN THE REVISED SCALE				
Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
220	300	300	300	300
230	300	300	300	300
240	300	300	300	300
250	300	300	300	300
260	300	300	300	300
270	300	300	310	320 + 5 *
280	300	300	320	320 + 5 *
290	300	310	325	320 + 5 *
300	300	320	340	360
310	320	340	360	360
320	320	340	360	380
335	340	360	390	380
350	360	380	405	405
365	380	405	430	430
380	380	405	430	455
395	405	430	455	455
410	430	455	480	480
425	430	455	480	490
440	455	480	505	505

(* limited to 325/-)

Annexure-II

KYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board
Order No. S.S.A.1.6435/59-70 dated 15th January 1970

Old Grade:

Rs. 250-10-300-15-375

New Grade:

Rs. 300-20-380-25-505-30
-30-575

PAY IN THE REVISED SCALE

Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
250	300	300	300	300
260	300	300	300	300
270	300	300	300 + 10 PP	320 + 5 PP
280	300	300	320	320 + 5 PP
290	300	300 + 10 PP	320 + 5 PP	320 + 5 PP
300	300	320	340	360
315	320	340	360	360
330	340	360	380	380
345	360	380	405	405
360	360	380	405	430
375	380	405	430	430

Annexure-II

MYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as per Board Order No.MSE3.A1.6435/69-70 dated 15th January 1970.

Old Grade: Rs. 80-3-110
New Grade: Rs. 110-5-135-5-125

PAY IN THE REVISED SCALE

Pay on 1-4-1969	Less than 5 years	5 or more but less than 10 years	10 or more but less than 15 years	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
80	110	110	110	110
83	110	110	110	110
86	110	110	110	110
89	110	110	110	110
92	110	110	110	110
95	110	110	110	110
98	110	110	110	115
101	110	110	115	120
104	110	110	115	120
107	110	115	120	125
110	110	115	120	125

Annexure-II

MYSORE STATE ELECTRICITY BOARD

Statement showing the fixation of Pay as
Order No. 1583/AL. 5435/69-70 dated 1970 January 1 70

Old Grades:

Rs. 100-5-150-3-180

New Grades:

Rs. 130-7-200-3-240

PAY IN THE REVISED SCALES				
Pay on 1.4.1969	Less than 5 years	5 or more but less than 10 years.	10 or more but less than 15 years.	15 years and above
Rs.	Rs.	Rs.	Rs.	Rs.
100	130	130	130	130
105	130	130	130	130
110	130	130	130	137
115	130	130	130	137
120	130	130	137	144
125	130	137	144	151
130	130	137	144	151
135	137	144	151	151
140	144	151	158	158
145	151	158	155	155
150	151	158	155	155
155	158	165	172	172
162	165	172	179	179
168	172	179	186	186
174	179	186	193	193
180	186	193	200	200

Read : 1) Board Order No. MSEB. AI. 5241/60-61 dated 22nd March 1961, adopting Government Order No. FD 17 SRP 1 dated 27-2-1961 revising the Pay scales of the employees with effect from 1st January 1961.

2) Representation dated 9th October 1969 from the Engineers' Association, Bangalore.

3) Board Order No. MSEB. AI. 6435/69-70 dated 15th January 1970 approving the revision of Pay scales of the Class III and Class IV Employees of the Mysore State Electricity Board including the Junior Engineers,

Order No. MSEB. AI. 7282/69-70, Bangalore, Dated : 19th February, 1970

The Board are pleased to approve the revision of pay scales of the Class I and Class II officers of the Mysore State Electricity Board as per Annexure, subject to the following conditions.

DATE OF EFFECT, 1. The revised Pay scales will take effect from 1st January 1970.

2. All Officers will be fitted into the revised Pay scales without exception and no options shall be permitted to continue in old scales.

SPECIAL PAY : 3. a) The three Chief Engineers, Electricity, are sanctioned

special Pay at Rs. 200/- each p.m. w/e from 1-1-1970.

- b) The Special Pay which is being paid in the following cases, will continue unchanged :

The Deputy Chief Engineer, Electricity Rs. 75/- p m.

The Chief Accounts Officers — 10 per cent of pay

The Asst. Engineer-Hot Line — 25 -do-

PAY FIXATION AND SERVICE INCREMENTS : 4. The initial Pay of the Officer to whom the revised scale of Pay applies, shall be fixed in that scale on 1st January, 1970, in the following manner.

- a) If the 'Basic pay' of the officer is less than the minimum in the revised scale of Pay it shall be fixed at such minimum in the revised scale.
- b) If the 'basic pay' of the officer is above the minimum of the revised scale and is either between two stages or corresponding to one of the stages of the revised scale, the pay shall be fixed at the stage next above.
- c) If the 'basic pay' of the officer is equal to the maximum or above the maximum of the revised scale, the pay shall be fixed at such maximum on the revised scale and basic pay as 'personal pay'.
- d) After pay is fixed as per clause (a), (b) or (c) above, advance increments in the revised scale shall be granted as under.:

For a service of not more than 3 years in the existing scale.

One Increment.

For a service of over 3 years but not over 10 years in the existing scale

Two Increments

For a service of over 10 years but not over 15 years in the existing scale.

Three Increments.

For a service of over 15 years in the existing scale.

Four Increments.

Note : Service in the existing scale means, the total service in the post held by the officer on 31st December 1969.

- e) The total benefit accruing in Pay under clauses (a), (b), (c) & (d) shall be subject to minimum of Rupees twenty five and maximum of Rupees fifty only.

- f) In cases where the benefit accruing in pay is to be limited to the maximum, such maximum shall be added to the basic pay. If this corresponds to a stage pay in the revised scale, it shall be fixed at that stage, but if it falls between two stages of pay, it shall be fixed at the lower stage, and the difference treated as personal pay to be absorbed in future increments.
- g) If the fixation of pay at the minimum of the revised scales confers a larger benefit than the maximum benefit fixed, it shall be allowed and pay shall be fixed at such minimum.

INCREMENTS AFTER PAY FIXATION ON 1-1-1970 : 5. In the case of an officer, who, but for fixation of his pay in the revised scale, would have earned an increment in the existing scale in the usual course subsequent to 1st January 1970, but before 1st January 1971, his pay in the revised scale, if advantageous to him, be refixed from the date of such increment.

EFFICIENCY BAR : 6. If at the time of fixation of pay in the revised scale on 1st January 1970, the fixation results in crossing of the Efficiency Bar and fixation at a higher stage any special report declaring the officer fit for crossing the Efficiency Bar need not be insisted upon.

SURRENDER AND ENCASHMENT OF LEAVE : 7. The benefit of surrender and encashment of leave as extended to Class III and Class IV employees of the Mysore State Electricity Board, in Board Order No. Al. 6435/69-70 dated 15-1-1970 and 12-2-1970, shall be extended to the Class I and Class II Officers of the Mysore State Electricity Board also with effect from 1st January 1970, subject to the same terms and conditions stipulated therein.

SHIFT ALLOWANCE : 8. Shift allowance shall be paid to Class I and Class II Officers of the Board at the same rates as allowed to Class III and Class IV Employees in para 20 of the Board Order No. Al. 6435/69-70, dated 15-1-1970 when they are on evening or night shift.

HOLIDAYS : 9. The Holidays for the Class I and Class II Officer will be the same as for other employees of the Mysore State Electricity Board.

10. The Revision of pay scales has necessarily to be linked up with the improvement in efficiency. Steps should therefore be taken to improve the efficiency and speed in all Board Offices.

By Order,
Sd/- Secretary,

ANNEXURE

Sl. No.	Posts	Existing Scale of Pay	Sanctioned from 1-1-1970
1.	Chief Engineer	1300-1800+ Rs. 100/- Spl. Pay	1600-50-2000(No special pay)
2.	Superintending Engineer	900-1300	1100-50-1600
3.	Executive Engineer	600-1300	750-40-950-1250
4.	Ass. Engineer	300-700	400-30-550-EB-40-750-50-950
5.	Jr. Engineer	250-375	300-20-380-25-505-EB-30-655 Already approved from 1-4-1969
6.	Chief Accounts Officer	600-1000	750-40-950-50-1250
7.	Accounts Officer	350-800	450-30-600-EB-40-800-50-950

By order
Sd/- Secretary

Read : 1) Board Order No. MSEB. Al. 5241/60-61 dated 22nd March 1961, adopting Government Order No. FD 17 SRP 1 dated 27-2-1961 revising the pay scales of the employees with effect from 1st January 1961.

2) Representation dated 9th October 1969 from the Engineers Association, Bangalore.

3) Board Order No. MSEB. Al. 6435/69-70 dated 15th January 1970 approving the revision of Pay scales of the Class III and IV employees of the MSEB including the Junior Engineers.

4) Board Order No. MSEB. Al. 7282/69-70 dated 19-2-1970 revising the Pay scales of Class I and Class II Officers.

5) Letter dated 23-2-1970 from the Engineers Association, Bangalore.

6) Representations by the Officers of the Mysore State Electricity Board.

ORDER NO. MSEB. Al. 7282/69-70, BANGALORE,

DATED : 25th FEBRUARY 1970

After taking into consideration the several representations received in this behalf and in partial modification of Board Order No. MSEB. Al. 7282/69-70 dated 19-2-1970, the Board are pleased to further revise the Pay scales of Class I & Class II Officers of the Mysore State Electricity Board, as per Annexure, subject to the following conditions :

1. The revised Pay scales will have effect from 1-1-1970.

2. Clause 4 (b) of the Order is modified as follows :

"If the 'basic pay' of the officer is above the minimum of the revised scale and is either at the minimum or between two stages or corresponding to one of the stages in the revised scale the pay shall be fixed at the stage next above".

3. There will be no Special Pay for the posts of the Chief Engineers, Electricity.

4. The benefit of surrender and encashment of Leave will have effect from 19-2-1970 and not on 1-1-1970.

5. All other provisions of the order will remain unchanged.

By order
Sd/- Secretary

ANNEXURE

Sl. No.	Posts	Existing Scale of Pay	Sanctioned from 1-1-1970
1.	Chief Engineer	1300-1800 + Rs. 100/- Spl. Pay	1600-50-2000 (No special pay)
2.	Superintending Engineer	900-1300	1100-50-1600
3.	Executive Engineer	600-1300	750-40-950-1250
4.	Ass. Engineer	300-700	400-30-550-EB-40-750-50-950
5.	Jr. Engineer	250-375	300-20-380-25-505-EB-30-656 Already approved from 1-4-1969
6.	Chief Accounts Officer	600-1000	750-40-950-50-1250
7.	Accounts Officer	350-800	450-30-600-EB-40-800-50-950

By order
Sd/- Secretary

Copy of Letter No. MSEB/A1. 6435/69-70 dated 26-2-1970 from the Secretary, Mysore State Electricity Board, Bangalore to all the Superintending Engineers, Elcl., & all the Executive Engineers, Elcl., MSEB.,

Sub : Revision of Pay scales of employees of Mysore State Electricity Board.

Ref : Board Order No. A1 6435/69-70 dated 15-1-70 and 12-2-1970.

The following clarifications in respect of doubts raised by Officers are issued for information and guidance.

1) Calculation of weightage in respect of employees drawing a salary of above 150/- but drawing less than minimum.

In respect of Supervisors drawing Rs. 220/-, the difference between the basic pay and the minimum is 30/- which is less than two increments which works out to Rs. 32/-. Hence the cases where the total service is ten years or more but less than 15 years, two increments are to be added to their basic pay which comes to Rs. 252/- and since, it is below Rs. 25/- over the minimum, the pay is fixed at Rs. 250/- plus 2/- and the same is in order.

2) Additional increment granted to those who have put in over 15 years of service. This increment is payable only if the employee has completed 15 years of service or more on or before 1-4-1969. The increment is not admissible if he completed the prescribed 15 years term subsequent to 1-4-1969 at the time of earning his next increment.

3) The minimum wage of Rs. 140/- mentioned in para 10 of Board Order of 12-2-1970 applies to monthly rated employees in the regular and maintenance and work charged establishments and not to the Casual Labourers employed on Time Rolls.

4) Stagnation Increment : Stagnation increment given as per Board Order No. MSEB/BPO. 31/66-67 dated 27-1-1969 is absorbable in any fixation, But stagnation increment sanctioned as per Rule 48 of B.E.S.R. is treated as personal Pay, As all the grades have been revised, the stagnation increment will accrue to any one after 1-4-1969 till the employees reach the maximum of the new grades and stagnate.

5) General Holidays : According to para 6 of the Settlement between the Mysore State Electricity Board and the Mysore State Electricity Board Employees' Union' the festival holidays to be given during 1970 have been decided in consultation with the the Union. Hence, no representation for any change will be considered for this year.

6) Surrender and encashment of leave : The salary for surrender of leave shall be average pay plus D.A. in the case of Earned Leave (new rules) and last pay drawn plus D.A. under old leave Rules. It does not include CCA, HRA etc. The rules take effect from 15-1-70. There was some delay in indicating detailed procedure on 12-2-1970. Hence applications received from 15-1-1970 to 11-2-1970 may also be considered. If a person has surrendered leave for one month from say 1-3-1970 and is compelled to go on leave during this period, the surrender will be treated as cancelled and no encashment will be permissible.

7) House Rent Allowance : (a) According to order dated 14-1-1970 any House Rent Allowance paid to those drawing less than Rs. 100/- per month but provided with rent free quarters has to be recovered. Since it is seen that there are no such cases, the matters of recovery does not arise.

b) But if House Rent at 10 per cent has been paid to essential staff drawing less than Rs. 100/- the same is recoverable if the pay is raised to over Rs. 100/- as a result of pay fixation.

8) Uniforms are to be supplied each year and not once in 18 months to those categories mentioned in the Board Order. Peons are also entitled to supply of chappals. Some categories like Hospital staff, Fieldmen. etc., are not included in the order. In such cases the existing procedure may continue.

ERRATA : In para 1 of MSEB.A1. 6435/69-70 dated 12-2-1970 the correct grade is Rs. 55-2-75-3-90. In page 10 of the annexure, the grade of non-optee Typist may be changed from Rs. 80-200 to Rs. 80-180 and last four columns in the table be treated as cancelled.

Copy of Letter No. MSEB.A1.6435/69-70 dated 17-3-1970 from the Secretary MSEB, Bangalore to all S.Es, and E.Es, Elcl, MSE Board.

Sub : Revision of pay scales.

With reference to clarifications sought for by the Superintending Engineers, the following further clarifications are issued for guidance :

1. CASES WHERE MORE THAN THE MAXIMUM IS DRAWN.

According to para 8 of the Mysore Revised Pay Rules 1961 issued in No. FD 50 SRP (1) 61 dated 23-1-1961, which was adopted by the Board personal pay above the maximum of a revised scale allowed to an employee will be treated as part of pay for purposes of T. A., Leave salary and even for fixation of initial pay on probation to a higher post. Hence for purposes of pay fixation on 1-4-1969 the personal pay drawn beyond maximum has to be taken into consideration and pay fixed as per pay fixation rules. Thus the pay of the First Grade Clerk getting more than the maximum and having rendered service of 14 years and above will be fixed as follows :

Pay on 1-4-1969 Rs.	Service rendered Years	Pay fixed Rs.
260/-	15 & above	300/-
260/-	"	315/-

2. UNIFORMS TO EMPLOYEES : In addition to the categories mentioned in Board Order dated 1-1-1970, the uniforms shall be allowed to the following staff also.

Category	Nature of uniforms	No. of sets
1. Ward Boys at Hospitals	White Cotton Pant, White Bush Coat, Cap and Chappals.	Two
2. Ward Ayahs at Hospitals	White Cotton Saree, White Blouse and Chappals	Two
3. Maities and Butlers of Bangalows	Cotton Pant, Bush Coat, Cap and Chappals (Olive Green)	Two

4. Cooks of Inspection Bungalows	Knickers, White Cotton Banians, Aprons and Chappals (Olive Green)	Two
5. Women Scavengers	Blue Cotton Saree, Blue Cotton Blouse and Chappals	Two
6. Peons, Daffedars & Jamedars	White Pants, White Bush Coat White turban and Chappals	Two

3. **WORKCHARGED ESTABLISHMENT :** Employees in service on 12-1-1970 in the Grade of Rs. 55-2-75-8-90 will have to be given the initial pay of Rs. 69/- p.m. as allowed to similar employees in the Maintenance Establishment vide para 3 (a) of the Board Order dated 15-1-1970. The minimum pay of Rs. 66/- and D.A. of Rs. 85/- is payable only to persons recruited to this Cadre and Grade on or after 13-1-70.

4. **EFFICIENCY BAR :** If as a result of pay fixation, an employee goes beyond the Efficiency Bar, a certificate as to the eligibility of the employee to cross the same may be recorded by the Superintending Engineer in the remarks column.

5. **POLE CLIMBERS :** The minimum starting pay of Rs. 76/- p.m. to Pole Climbers is admissible only to Linemen Class III and Helpers Class III and not to any other categories.

6. **PAY FIXATION :** Refixation of Pay Under Rule 7 of the Board Order dated 12-2-70 will have to be only with reference to the length of service as on 1-4-1969 and not as on the date of accrual of increment in the old scale.

7. **ERRATA :** In the Ready Reckoner Table for Junior Engineers, the pay to be fixed for Junior Engineers getting Rs. 290/- and rendered service of five years or more but less than ten years, the pay to be fixed is Rs. 300/- plus 10 and not Rs. 320/- This may be noted,

READ : 1. Board Order No. MSEB/A11.345/65-66 dated 26-10-1969 according approval for extending the benefit of granting revised scales of pay of Rs. 65-2-85 as sanctioned by the Government with effect from 1-4-1965 in respect of Attenders, Mutchies and Daffedars only in the Board service as contemplated in the Government Orders and also ordering that the present posts of Gollars and Mutchies be continued as long as the incumbents continue to be in service and that further recruitment need not be made to the posts of Gollars and Mutchies.

2. Letter No. A/AOE/34613 dated 30-12-1967 from the Chief Engineer, Elec. (Gen.) stating that the duties of Gollars and Attenders are inter-changeable in the Board and that the Gollar could be transferred and posted as Attender and also vice-versa and that this discrimination has caused much discontentment among the Gollars.

3. Board Order No. MSEB/A11.345/65-66 dated 15th October 1968 according approval for the revision of the grades of Gollars from Rs. 55-1-65-2-75 to Rs. 65-2-85 with effect from 1-10-1968 at an extra cost of Rs. 23,527/- per annum.

4. Settlement dated 5-3-1970 between the Mysore State Electricity Board and the MSEB Employees' Union on Industrial Dispute No. AID 19/69 in the court of the Hon'ble Additional Industrial Tribunal, Bangalore.

Order No. MSEB/A11. 345/65-66 Bangalore, dated 10th April 1970

In accordance with the settlement arrived at on 5th March, 1970, the Gollars, who were given the grade of Rs. 65-85 from 1st October 1968 are sanctioned increments as follows with effect from 1st April, 1969.

Those who have rendered uninterrupted service of five years or more on 1-4-1969,

Two more increments over the pay fixed on 1-4-1969 as per Board Order dated 15th January 1970.

Those who have rendered uninterrupted service of less than five years on 1-4-1969.

One more increment over the pay fixed on 1-4-1969 as per Board Order dated 15th January 1970.

This is in full and final satisfaction of the claims raised in the dispute No. AID 19/69 before the Hon'ble Additional Industrial Tribunal Bangalore. This does not apply to those who were given the grade of Rs. 65-86 from 1-4-1965. A statement showing the pay originally fixed on 1-4-1969 as per Pay revision, length of service and pay fixed as per this order may be sent to the Chief Accounts Officer, Chief Engineer, Electricity (General) and this office for reference.

READ : 1) B.O. No. MSEB A1. 5241/60-61 dated 22nd March 1961 adopting Govt. Order No. FD 17 SRP 1 Dt. 27-2-1961 revising the pay scales of the employees with effect from 1st January 1961.

2) B.O. No. MSEB. A1. 6435/69-70 dt. 15-1-1970 approving the revision of pay scales of class III and class IV Employees of the Mysore State Electricity Board, including the Junior Engineers.

3) B.O. No. MSEB. A1.7282/69-70 [dated 19-2-1970 revising the pay of class I and class II Officers.

4) B.O. No. MSEB.A.1.7282/69-70 dated 25-2-1970 approving certain changes in the grades of pay of Class I and class II Officers.

5) Representation dt. 20th March 1970 from the Engineers' Association, Bangalore.

Order No. MSEB. A.1.7282/69-70

Bangalore Dated : 13th April 1970

After taking into consideration the representation, received from the Engineers' Association, the Board are pleased to order that the total benefit accruing under clauses (a), (b), (c) and (d) of clause 4 of the Board Order No. MSEB. A1.7282/69-70 dated 19th February 1970, shall be subject to a minimum of Rs. 25/- and a maximum of Rs. 100/- only.

By Order
Sd/- Secretary

READ : Board Order No. MSEB/A1/6435/69-70 dated 15-1-1970 revising the Pay Scales of Class III and Class IV employees of Mysore State Electricity Board subject to certain terms and conditions.

2) Board Order No. MSEB/A1/6435/69-70 dated 12-2-1970 issuing further clarifications in the matter of surrender of leave.

3) Board Order No. MSEB/A1/7282/69/70 dated 19-2-1970 revising the pay scales of Class I and Class II employees.

4) Letter No. EA. 5394-95 dated 23-3-1970 from the Chief Accounts Officer regarding payments for leave surrender of Board employees in Foreign Service.

Order No. MSEB. /A1/6435/69-70.

Bangalore, Dated 4th May 1970

Employees of the Board in Foreign Service are also entitled to surrender of leave subject to the following conditions :

- 1) The leave surrender shall be accepted by the Chief Engineer for all the deputed staff after ascertaining title to leave.
- 2) All payments in respect of leave surrendered will be made by the Chief Accounts Officer after preaudit and noting the fact of leave surrender in the Service Registers or Gazetted Audit Registers.

- 3) Payments for leave surrender will be made only where the Foreign Employer is paying both leave and Pension contribution. Where no leave contribution is being paid, the cost of surrender of leave has to be met by the Foreign employer.
- 4) Only the leave pay of the employee will be paid by the Chief Accounts Officer for the leave surrender period. The other allowance like D.A., CCA., HRA, etc., shall be met by the foreign employer. Deputation allowance is not admissible for the period of surrender.
- 4) Payment towards surrender of leave will be made only if the pension and leave contribution in respect of the employees are recovered upto end of the previous quarter.

By order
Sd/- Secretary

B.O. Letter No. 7718 dated 14-5-70 from the Chief Engineer, Electricity Genl. regarding increments to Daily rated workers.

Approval is accorded for grant of annual increments to the Daily rated workers at the rate shown in Col. 4 in the Table below.

Sl. No.	Designation	Rate of wages	Annual increments in daily rate
1.	Maistries, Engineering college or school students.		
	a) Engineering Graduates.	4.50 to 5.50	00.20
	b) Engineering College students	3.00 to 4.00	00.20
	c) Engineering school students	2.25 to 2.75	00.10
	d) Engineering for short periods.	2.00 to 2.50	00.10
	e) Other Maistries by profession service.	3.00 to 4.00	00.20
2.	Wireman and mechanics.	2.50 to 3.00	00.10
3.	Cartman with carts.	4.50 to 5.50	00.20
4.	Carpenters, Masons, Blacksmiths Welders etc.	3.00 to 4.00	00.20
5.	Nowagaties.	2.00 to 3.00	00.20
6.	Pole Climbers and other skilled labours.	2.00 to 2.50	00.10

7. Unskilled labours	1.25 to 1.75	00.05
8. Boy-coolies and women coolies	0.75 to 1.25	00.05

The increments will be sanctioned annually by the Executive Engineer subject to good work turned out by employees.

Para 467 (III) of MSEB Accounts Manual Vol. II is deemed to be amended accordingly.

READ : Board Secretariat Note dated 10-6-1972 in the matter of ex-gratia payment on the accidental death of a worker to his dependents.

Order No. MSEB/BPO-113/72-73

Bangalore, Dated 10th July, 1972

Approval is accorded for the payment of ex-gratia payment of Rs. 250/- (RUPEES TWO HUNDRED AND FIFTY) to the members of the bereaved family of a worker who dies in an accident while on duty to meet the immediate expenses in connection with the death of the concerned person and to give in addition an immediate advance of Rs. 250/- (RUPEES TWO HUNDRED AND FIFTY) to be adjusted in future payments to be made to the family.

By Order
Sd/- Secretary

Lr. No. A/AOE/AS-I/CYS-C-145 dt: 2nd August 72 from the CEE(G), addressed to all SEs and EEs of MSEB.

Fixation of pay of the workcharged establishment men (Pole climbers) TTR in Gr. 70-2-76-3-94-4-118.

In accordance with the letter No. MSEB/BPO/311/71-72 dt. 10-7-72, from the Secretary, MSEB, Bangalore, it is hereby clarified that the fixation of pay at higher rate of Rs, 76/- to the pole climbers is to be extended to the men borne on the work-charged establishment also, since they are treated on par with the permanent maintenance establishment employees.

Lr: No. A/AOE/AAO-1/EA-4/CYS-152 dt. 14-9-82 from the CEE(G) KEB, to all the SEs and EEs of KEB and copied to various officers of the Board.

Maintenance Establishment - Sanction of higher start of pay to pole climbers.

It is brought to the notice of the undersigned that some of the Circle/Division Officers are sending proposals for delay condonation in respect of certain maintenance establishment employees fixing their pay at higher start taking into consideration, their capability for climbing the poles. As could be seen, the delay involved in these cases is more than 5 years, which require delay condonation by Board. In this connection, it is also noticed that proposals on the above are being sent in piccemeal without furnishing required details in full. This has caused undue delay in settling the issues.

The above subject matter was brought before the Central Grievance Committee for discussion and the Committee resolved to take immediate measures to settle all such pending claims by fixing a time limit for all such claims.

I, therefore, request you to examine all such cases of the above nature in your Circle/Division on top priority and forward a consolidated and exhaustive proposal with all relevant certificate and pay regulation statements duly verified by Accounts Officer, Internal Audit on or before 31-3-83. If there are no such cases existing, the same may be intimated to this office positively. It may also be noted that any proposals on the above received in this office after 31-3-83 will not be entertained and will be considered as time barred claims. The consequences that may arise on the above said conclusion, shall have to be faced by the Circle/Divisional Officers themselves. I also once again stress on the above issue and request you to look into the matter personally and see that the pending claims are settled immediately without giving room for unpleasant actions. The receipt of this letter may kindly be acknowledged.

Lr. No. A/AOE/CYS-197 dtd. 20th September 1972 from CEE(G) to all SEEs.

Sub : Service under Workcharged Establishment.

Agreeably to letter No. MSEB/BPO/79/72-73 dt. 16-9-72 from the Secretary, MSEB, Bangalore, it is hereby clarified that the services rendered under the Workcharged Establishment counts for allowing increments under the Maintenance Establishment. Further the absorption from workcharged Establishment to Maintenance Establishment cannot be treated as fresh appointment.

Letter No. A/AOE/ASI/CYS-221 dt. 14-10-72 from the Chief Engineer, Elec. (G) MSEB, Bangalore, addressed to all the Superintending Engineers, El. & All the Executive Engineers, (El.) M.S.E.B.

Sub : Fixation of pay of the workcharged employees.

In continuation of this office Confidential letter No. A/AOE/ASI/CYS-C-198 dated 22-9-1972 and in accordance with letter No. MSEB. BPO. 311/71-72 dtd. 9-10-72 it is further clarified that the benefit of fixation of pay to the Workcharged Establishment (Pole climbers) has to be given effect to as per the instructions contained in the Board Order No. MSEC. AI/6435/69-70 dt. 15-1-1970.

Lr. No. A/AOE/AA02/EA-8/CYS-244/82-83 dt. 24-12-1982 from the CEE (G) KEB, addressed to all the CEEs, SEEs, FA&CAO, EEEs. AOS I/A of KEB and copies forwarded to the Secretary, KEB, Gen. Secretary, KEBEU, Bangalore.

Sub: Maintenance Establishment - Condonation of delay higher start of pay to pole climbers.

Ref: 1) MSEB/A1/6435/69-70 dt. 15-1-1970.
2) MSEB/BPO.311/71-72 dt. 10th July 1972.

Adverting to the above, I am to inform you that proposals in respect of certain maintenance men, fixing their pay at higher start, taking into consideration their capability of climbing the poles as contemplated in B.Os under reference are being received in this office for delay condonation. The delays involved in these cases are of more than (6) years, which require condonation by the Board. The process of fixing of pay in such cases and obtaining delay condonation by the Board, may cause further financial inconvenience to the employee. This subject matter was discussed at length in the Central Grievance Committee and the Committee resolved to take up immediate measures to clear all such pending cases. In order to avoid further delay at the Divisional/Circle level with regard to higher start of pay to pole climbers, the Divisional and Circle Officers are hereby directed to see that all the pending cases falling under the category are settled immediately and payments arranged after verification of the pay fixation statement by the Accounts Officer, I/A of the Circle. Further, it is also the responsibility of the Controlling Officer, after arranging payment, to obtain necessary satisfaction from the competent authority for the payment so made, with regard to fixation, delay condonation etc. This order is effective only upto the end of 31-3-83, within which time all the pending cases pertaining to higher start of pay to pole climbers be settled and in case of any payment after 31-3-83 on the above account without approval from the competent authority, Personal responsibility will be fixed on the concerned in addition to fixing up the personal responsibility in not having settled the legitimate claims that are due to the employees within 31-3-83 as already directed in this office circular No. A/AOE/AAO1/EA4/CYS-152 dt. 14-9-1982.

This circular is issued with the concurrence of the Board vide KEB/B4.737/82-83 dt. 8-12-1982.

Copy of Board Lr. No. MSEB/BPO.194/71-72 dt. 26-2-73 from the Secretary, KEB, Bangalore addressed to the CEE (G) MSEB, Bangalore

Sub: Fixation of pay of workcharged establishment employees as pole climbers.
With reference to your UO Note No. 33913 dt. 27-12-72 requesting clarification regarding the date from which higher start of Rs. 76/- has to be extended in the case of

workcharged establishment employee who are found suitable to work as pole climbers. I am directed to state that an Industrial Dispute was raised by the Employees' Union Local Committee Hassan regarding the fixation of Rs. 76/- in respect of III class lineman/Helpers who are also climbers on 1-4-1969 and the same came up before the Deputy Labour Commissioner, Hassan, in conciliation proceedings and a settlement was signed on 10-10-72. According to the Settlement the Board has to extend the benefit of fixation of Rs. 76/- per month for the Lineman/Helpers who are pole climbers subjected to the condition that the date from which the said benefits shall be extended, shall be the date on which the immediate official superior of the concerned employee certifies regarding the knowledge of the pole climbing of the concerned employee and that the references regarding the date shall be furnished by the Local Union Office bearers.

In view of above, I am to request you kindly to regulate the payment of the higher start of Rs. 76/- to workcharged establishment men who are found suitable to work as pole climbers from 1-4-69 or from the date from which the immediate official superior of the concerned employee certified regarding the knowledge of pole climbing of the concerned employee, whichever is later.

Copy of CEE (G) Lr. No. A/AOE.AS-1/C-714 dated 28-2-73

Sub : Fixation of pay of the workcharged Establishment men (pole climbers)

Ref : 1) B.O. Circular No. A/AOE/AS1/C-145 dt. 2-8-1972.

2) B.O. Circular No. A/AOE/AS1/CYS-C198 dated 22-9-72.

3) B.O. Circular No. A/AOE/AS.1/CYS-C291 dated 14-10-1972.

According to Board letter No. MSEB/BPO-191/71-72 dated 26-2-1973 it is hereby clarified that the higher start of Rs. 76/- to workcharged establishment men who are found suitable to work as pole climbers, may be regulated with effect from 1-4-69 or from the date from which the immediate official superior of the concerned employee certifies regarding the knowledge of pole climbing of the concerned employee, whichever is later.

Lr. No. A/AOE/AS-1/CYS/C-180 dt. 28-9-73 from the CEE(G) KEB addressed to all the SEs and EEs MSEB.

Sub : Fixation of pay of the workcharged establishment men (pole climbers)

In this office Confidential letter No. A/AOE/AS-1/C-714 dt. 28-2-73 regarding higher start of Rs. 76/- to workcharged establishment men who know pole climbing, it has been indicated that the higher start of pay will be allowed from 1-4-69 or from the date from which the immediate official superior of the concerned employee certifies that the employee knows climbing, whichever is later. It is now further clarified that if

the Supervisor/Junior Engineer under whom the person was working on or before 1-4-69 certifies that the person know pole climbing on 1-4-69, the higher start of Rs. 76/- may be sanctioned to the person, retrospectively from 1-4-69.

Lr. No, A/AOE/AAO.11/CYS-310 dt. 8-3-83 of the CEE (G) KEB addressed to all SEs and EEs of KEB.

Sub : Higher start for pole climbers

Ref : T.O. Circular No. CYS-244 dated 24-12-82.

In continuation of the above circular, I am to clarify further on the doubts expressed by some Unit Offices, in this issue on clearing of all pending cases of claims for higher start of pay to pole climbers.

1. Whether workcharged establishment personnel are eligible for the higher start of pay.

Such of those workcharged establishment personnel as were fitted in the Grade of Rs. 70-118 in the revision of pay scales w.e.f. 1-4-69, are eligible to the higher start if they are certified as pole climbers, w.e.f. 1-4-69 or from the date of certificate whichever is later. But they should have been in service as on 13-1-70.

2. Whether Certificates issued by Officers other than the Supervisor/ JE/AE under whom the employee was working on 1-4-69, is acceptable

In cases where the Supervisor/JE/AE under whom the employee was working during 1969, is not available, certificates issued by an Officer who held an executive supervisory post in the same office or place where the employee was working during 1969, may be accepted for purpose of refixation. The Officer should specifically mention that the employee was capable of climbing the pole during the above period as witnessed by him in view of the occasions he had to supervise the work of the particular worker at that time.

It is once again urged that all pending claims be settled within the stipulated time.

READ : Board Order No. MSEB/A1. 6435/69-70 dated 15-1-1970 according approval for the revision of pay scales of Class III and IV employees of the Board with effect from 1-4-1969.

Board Order No. MSEB/A1. 6435/69-70 12-2-1970 issuing further orders and clarifications in the matter of revision of pay scales of Class III and Class IV employees of the Board.

Board Order No. A1. 7282/69-70 dated 19-2-1970 according approval for the revision of pay scales of Class I and Class II Officers of the Board with effect from 1-1-70

Board Order No. MSEB/A1. 7282/69-70 dated 25-2-1970 issuing further orders and clarifications in the matter of revision of pay scales of Class I and Class II Officers of the Board.

Board Secretariat Note dated 17-1-1973 stating that the question of revision of pay scales of Class III and Class IV employees of the Board was taken up by the Board and the Junior Engineers had been offered two alternative pay scales to be chosen from 1-4-1969 or from 1-1-1970 respectively as follows :

1. Rs. 300-20-380-25-505-30-655 from 1-4-1969
2. Rs. 325-25-550 from 1-1-1970

The Engineers' Association did not accept the offer, but demanded the scale of Rs. 325-25-550 from 1-4-1969 which was not conceded by the Board. The Board revised the pay scales of Class III and Class IV employees from 1-4-1969 in Board Order dated 15-1-1970 referred to above and the Junior Engineers were given the pay scale of Rs. 300-655 from 1-4-1969.

Subsequent to this, the Engineers' Association have been repeatedly urging that at least they may be allowed to exercise their option to opt for the scale of Rs. 325-25-550 from 1-1-1970 (which was previously offered to them) and adopt the same principle of fixation of pay as has been done in the case of Class I and Class II Officers in the Board approved in Board Order dated 19-2-1970 and 25-2-1970 referred to above. Further, the Engineers' Association have expressed their willingness to accept deferred payment of arrears as a result of fixation of pay in the scale Rs. 325-550 from 1-1-1970 and to receive the arrears in two instalments with interest, the first instalment payable during 1974-75 and the second instalment during the year 1975-76.

Order No. MSEB/A1. 6392/72-73

Bangalore, dated 25th January, 1973

1. After considering the matter carefully the Board is pleased to permit the Junior Engineers who are in service of the Board as on the date of this order to exercise their unequivocal option to either of the following two pay scales before 1-3-1973.

- a) To retain the pay scale of Rs. 300-20-380-25-505-30-655 from 1-4-1969 and to have all the benefits of fixation of pay etc., as contemplated in Board Order No. A1. 6435/69-70 dated 15-1-1970 and subsequent orders issued and to be issued in this behalf.

OR

b) To come under the scale of Rs. 325-25-550 with effect from 1-1-1970, subject to the same principle of fixation of pay and other benefits as detailed in Board Order No. A1. 7282/69-70 dated 19-2-1970.

2. In case of failure to exercise the option within the above stipulated date i.e., 1-3-1973 such employee shall be deemed to have opted to the scale of Rs. 300-655 with effect from 1-4-1969 and consequential benefits thereunder.

3. The option exercised in response to this order is irrevocable under any circumstances.

4. The arrears payable as a result of the option in response to this order shall be payable in two instalments the first instalment during 1974-75 and the second instalment during the year 1975-76 with interest due thereon at the rate payable as in the case of GPF deposits in Government. However, the excess pay and allowances if any, already drawn by the Junior Engineers from 1-4-1969 to 31-12-1969 in the pay scale of Rs. 300-655 shall be deducted out of the arrears payable to them in the scale of Rs. 325-25-500 from 1-1-1970.

The Junior Engineers who enter service in the Board after the date of this order shall be allowed only the scale of pay Rs. 325-25-550.

By Order,
Sd/- Secretary,

READ : Board Order No. MSEB/BPO. 113/72-73 dated 10-7-1972 according approval for the payment of ex-gratia payment of Rs. 250/- to the members of the bereaved family of a worker who dies in an accident while on duty to meet the immediate expenses in connection with the death of the concerned person and to give in addition an immediate advance of Rs. 250/- to be adjusted in future payments to be made to the family.

2. Board Secretariate Note dated 4-6-'73 proposing to extend the benefit of ex-gratia payment of Rs. 250/- to the members of the bereaved family of an employee who dies while in service, in cases of employees whose pay scale does not exceed Rs. 650/- with a view to see that when an employee dies while in service his family is extended some financial benefit from the Board for meeting the expenses towards funeral and other expenses. Further proposing that as a mark of respect on the death of any employee while in service of the Board to authorise the head of the office where the concerned employee was working to make necessary arrangements to place a wreath on the body of the employee at the time of his funeral, the charges on this account being met out of the contingency, the expenditure being limited to Rs. 10/- and requesting approval of the Board in the matter.

The following are approved :-

1) To make an ex-gratia payment of Rs. 300/- (Rupees Three hundred) to the members of the bereaved family of a worker who dies of accident while on duty. This will be modification to Board order No. MSEB/BPO. 113/72-73 dated 10-7-72 and take effect from the date of the order.

2) To make an ex-gratia payment of Rs. 200/- (Rupees Two hundred) to the members of the bereaved family of a worker who dies while in service. This concession is to be extended to the employees drawing pay in scales the maximum of which does not exceed Rs. 650/-.

3) To authorise the head of the office to place a wreath on behalf of the Board on the body of any employee who is working under him and who dies while in service. The expenditure on this account is to be limited to Rs. 10/- (Rupees Ten) and is to be met out of the contingency.

By Order
Sd/- Secretary

No MSEB/A1. 5940/71-72

Bangalore, Dated 21-8-1973

Official Memorandum

In Board Order No. A1.6435/69-70 dated 15-1-1970 Board has approved revision of pay scales of Class III and Class IV employees and the same has been brought into force from 1-4-1969. The method of fixation of pay and allowing service increments in the revised pay scales of 1969 referred to above has been laid down under paragraphs 12 and 13 of the said order. Subsequently in Board Order No. A1. 6435/69-70 dated 12-2-1970 further orders and clarifications in regard to revision of pay scales has been issued. According to para 14 of this order the employees in the following grades who have rendered a service of 15 years or more on 1-4-1969 have to be given one additional increment in the revised grade over and above the pay already fixed as on 1-4-1969 as per the fixation of pay approved in Board Order No, A1. 6435/69-70 dated 15-1-1970.

- | | |
|---|--------------------------|
| a) Peons, Malies etc. | Revised grade Rs. 55-90 |
| b) Helpers III Cl.
Linemen III Cl., Pole Climbers etc. | Revised grade Rs. 70-118 |

c) Linemen II Cl., Helper II Cl.

Revised grade Rs. 80-145

d) Cooks etc.

Revised grade Rs. 80-145

In Board Order No, A1.6435/69-70 dated 8-4-1971 certain amendments were issued to the method of fixation of pay approved in Board Order No. A1,6435/69-70 dated 15-1-1970 in order to remove some anomalies in the fixation of pay. One of the amendments made in this order is as follows :

As it existed in Board Order No. MSEB/ A1.6435/69-70/15-1-70.

13 A. (f))ii) If the existing basic pay of the employee is between two stages in the revised scale, he shall be first brought to the next higher stage in the revised scale and then service increments will be allowed at the rate of one increment for every five years of uninterrupted qualifying service, limited to two increments.

As amended in Board Order No. A.1.6435/ 69-70 dated 8-4-71.

If the existing basic pay of the employee is between two stages in the revised scale, he shall be first brought to the next higher stage in the revised scale and then service increments will be allowed at the rate of one increment for every five years of uninterrupted qualifying service, limited to three increments; subject to a maximum benefit of Rs. 30/- only p.m.

On a reference from the Chief Engineer, Electricity (General) seeking certain clarifications whether the employees referred to in paragraph 14 of Board Order No. A1./ 6435/69-70 dated 12-2-1970 who have put in more than 15 years of service have to be allowed one additional increment over and above the pay fixed as per Board Order dated 15-1-1970 in the light of the amendment made in Board Order dated 8-4-1971 referred to above it was clarified in Board letter No. A1.5940/71-72 dated 25-4-1972 that the benefit of the increment for every five years of un-interrupted qualifying service limited to three increments or Rs. 25/- was extended to only a few categories of staff drawing very low scales of pay and that in Board Order dated 8-4-1971 referred to above the benefit has been extended to others as well raising the limit to Rs. 30/- and it is therefore clear that no additional benefit is to be given to categories of employees contemplated in paragraph 14 of Board Order dated 12-2-1970.

It has been brought to the notice of the Board by the MSEB Employees' Union that the weightage of one increment granted to the employees who have put in a service of 15 years and more limiting the total increments to three subjects to a maximum benefit of Rs. 30/- only per month as per an amendment made in Board Order dated 8-4-1971 to the pay fixation contemplated under para 13 A (f) (ii) of Board Order dated 15-1-1970 has no relevance to the one additional increment exclusively granted to the low paid employees referred to under item 14 of Board Order dated 12-2-1970 and who

have put in more than 15 years of service. The clarification issued in Board letter dated 25-4-72 is quite contrary to the instructions contained in Board Order dated 12-2-1970 and 8-4-1971 and in view of this the Circle Officers are withdrawing the benefit of one increment which had already been granted based on paragraph 14 of Board Order dated 12-2-1970 in respect of the employees referred to therein and are effecting recovery of the amounts from these low paid employees. They have requested for issuing necessary clarification restoring the grant of one additional increment in respect of the employees who have put in a service of 15 years or more as on 1-4-69 in terms of para 14 of Board Order dated 12-2-1970 and also to refund the recoveries effected from such employees by the Circle Officer.

The matter has been considered in great detail in the light of the several orders issued by the Board in the matter of fixation of pay of employees and allowing service increments in the revised scales of pay of 1969 and the following clarification is issued for the guidance of the concerned in modification to the instructions contained in Board Letter No A1.5940/71-72 dated 25-4-1972.

Notwithstanding the amendment to para 13 A(f) (ii) made in Board Order No. A1.6435/69-70 dated 8-4-1971 the following categories of employees who have rendered a service of 15 years or more as on 1-4-1969 are entitled to one additional increment as per Board Order dated 12-2-1970 in the revised grade over and above the pay already fixed as on 1-4-1969 in terms of Board Order dated 15-1-1970. The recoveries already made, if any, from such employees on the grounds that the above benefit is not admissible to them shall also be refunded to the concerned employees.

- | | |
|---|--------------------------|
| a) Peons, Malies etc. | Revised Grade Rs. 55-90 |
| b) Helpers III Cl., Linemen III Cl.
Pole Climbers etc. | Revised Grade Rs. 70-118 |
| c) Linemen II Cl., Helper Cl. II. | Revised Grade Rs. 80-145 |
| d) Cooks etc. | Revised Grade Rs. 80-145 |

By order
Sd/- Secretary

READ: Board Order No. A1/6435/69-70 dt. 15-1-1970 according approval for the revision of pay scales of Class III and IV Employees of the Mysore State Electricity Board from 1-4-1969.

2. Board Order No. A1./6435/69-70 dt. 12-2-1970 issuing further instructions in the matter of revision of pay scales of Class III & IV Employees of the Mysore State Electricity Board.

3. Memorandum of Settlement dt. 20th March 1973 with the Mysore State Electricity Board Employees Union (Reg. No. 659)

Order No. MSEB BPO:261/72-73,

Bangalore Dt. 20th March, 1973

Approval is accorded for the payment of Adhoc increase in pay as detailed below with effect from 1-4-1972 to the employees borne on the cadres as shown in Annexure-I appended to this order.

- i) Those employees who have put in less than 5 years of service as on 1-4-1972 and those recruited on or after 1-4-72. (Rs. Ten) Rs. 10/- p.m.
- ii) Those employees who have put in 5 years of service and above, but, below 10 years, as on 1-4-1972. (Rs. Thirteen) Rs. 13/- p.m.
- iii) Those employees who have put in 10 years of service and above but below 15 years as on 1-4-1972. (Rs, Sixteen) Rs. 16/- p.m.
- iv) Those employees who have put in 15 years of service and above, as on 1-4-72. (Rs. Twenty) Rs. 20/- p.m.

This adhoc increase in pay will count for purposes of computation of allowance such as Dearness Allowance, House Rent Allowance, City Compensatory Allowance, Special Locality Allowance, Shift Allowance and over time wages but will not count for pay fixation and pensionary benefits.

3. The employees whose basic pay including the above adhoc increase in pay is Rs. 149/-p.m. and below per month will be exempted from payment of House Rent for the Board Quarters provided to them. But in case of employees whose basic pay exceeds Rs. 149/- p.m. (after the inclusion of the above adhoc increase in pay) will be liable for recovery of the House Rent at the prescribed rates as per Rules on the difference between the actual basic pay (including the above adhoc increase in pay) and Rs. -149/- p.m.

4. The above adhoc increase in pay will be adjusted against the future revision of pay scale.

By Order
Sd/- Secretary

READ : Board Order No. A1. 6435/69-70 dated 15-1-70.

2 Board Order No. MSEB/BPO.261/72-73 dated 20-3-73, according approval for the payment of adhoc increase in pay as detailed therein with effect from 1-4-72 to the employees borne on the cadres as shown in the Annexure appended to the order and subject to the terms and conditions stipulated in the said Board Order.

3. Memorandum of settlement dated 9-2-1978, with the K.E.B. Employees Union (Reg. No. 659)

Order No. KEB/B16-6120/77-78-

Bangalore. Dated 9th Feb. 1978

Approval is accorded for the following :

Workmen appointed to posts in the workcharged establishment in the following Scales :

- a) 55-90 (55-2-75-3-90)
- b) 70-118 (70-2-76-3-94-4-118)
- c) 80-145 (80-4-120-5-145) and
- d) 110-195(110-5-135-6-195).

On or after 1st May, 1973 will respectively be given the consolidated minimum of Rs. 65/- per month (55+80 adhoc increase) Rs. 80/- p.m. (Rs. 70+10 adhoc increase) Rs. 90/- per month (Rs. 80+10 adhoc increase) and Rs. 120/- p.m. (Rs. 110+10 adhoc increase) in case they had not already been fixed at Rs. 55+10 p.m., Rs. 80+10 p.m. and Rs. 110+10 p.m. respectively.

The above provisions will apply only in cases of appointments made on or before 31-3-1976 to the workcharged establishment scales enumerated above viz. Rs. 55-90, 70-118, 80-145 and 110-195 and also subject to the terms and conditions as laid down in Board Order No. MSEB/BPO 261/72-73 dated 20-3-73.

By order
Sd/- Secretary

Lr. No. KEB/BPO.261/72-73

Bangalore, Dated : 2nd Feb. 1979

Snb : Adhoc increase in pay sanctioned in Board Order No BPO.261/72-73 dated 20-3-73.

Raf : CEE(G) UO Note No. A/AOE/126 dated 16-11-78.

With reference to the above, I am desirous to communicate approval of the Board for the following :

1) to continue the adhoc increase in pay sanctioned in Board Order No. B P.O. 261/72-73 dated 20-3-73 to the persons who have been promoted to higher grades prior to 1-4-1976.

2) to reckon the above adhoc increase in pay for fixation of pay in the revised pay scales with effect from 1-4-1977.

By order
Sd/- Secretary

Lr. No. KEB.B16/BPO 261/72-73 dt. 28th June 1982 from the Secretary, KEB Bangalore:

Sub : 1. Adhoc increase in pay sanctioned in B.O. No. B16 / BPO 261/72-73/ dated : 20-3-73.

2. Board letter No. KEB.B16/BPO 261/72-73 dt. 15-1-81.

With reference to the above, I am directed to inform you that the orders communicated in this office letter No. KEB/B16/BPO 261/72-73 dated 15-1-1981 be treated as withdrawn, since the same have been quashed by the Hon'ble High Court of Karnataka.

- Lr. No. KEB/B16/BPO/261/72-73/29-9-82 from Secretary KEB

Sub : Adhoc increase in pay sanctioned in BO No. B16/BPO/261/72-73/ 28-6-82.

With reference to the above subject I am directed to inform you that as per the decision of the Hon'ble High Court of Karnataka, Orders communicated in this office letter of even No. dated 15-1-81 have been treated as withdrawal vide this office letter No. KEB/B16/BPO/261/72-73 dt. 28-6-1982.

However as per the orders of the Court, Board has issued notices to all the officers who have drawn the benefits of Adhoc increase calling their replies, as to why adhoc increase which has been granted should not be withdrawn again. The replies are being received in this office and the same will be placed before the Board in due course for taking further course of action. Therefore you are requested to hold the

refund of amount of adhoc increase already recovered till such time a decision is taken by the Board.

Lr. No. KEB/BPO.25/73-74 dt. 22-11-1974 from the Chairman KEB Bangalore

Sub : Sanction of Exgratia payment to the members of the bereaved family of a worker who dies of accident while on duty or dies while in service.

I invite your reference to the Board Order No. BPO.25/73-74 dated 11-7-73 according approval in the matter of making Ex-gratia payment of Rs. 300/- or Rs.200/- to the members of the bereaved family of a worker who dies of a accident while on duty or dies while in service, respectively, provided that in the latter case the employee is drawing pay in scales, the maximum of which does not exceed Rs. 650/-. The Head of the office was also authorised to place a wreath on behalf of the Board on the body of the deceased employee in the above cases, limiting the expenditure on this account to Rs. 10/- to be met out of the contingency.

A case has been brought to the notice of the Board where the family of an employee who died while in service has preferred a claim for a payment of ex-gratia amount of Rs 200/- as per Board order dated 11-7-73 after a lapse of about 8 months after the death of the employees and the Chief Engineer, has requested clarification whether payment could be arranged in the above case or whether any time limit is to be fixed for admitting such claims.

It is likely that many employees and their families are not even aware of the above concession extended by the Board or they may not be in a position to immediately claim the ex-gratia payment soon after the death of the of the employee. They may, however, prefer the ex-gratia payment subsequently on being aware of the concession available under the Board and therefore it may not be correct to reject their claim merely on the ground that they have preferred the claim long after the death of employee.

It is therefore directed that payment in such cases of death of employee should be arranged by the concerned officers soon after they come to know about the death of the employee, duly bringing to the notice of the family of the breaved employee the concession of ex-gratia payment available under the Board and also to take necessary action to place a wreath on the body of the deceased employee as contemplated in the Board order dated 11-7-1973. referred to above.

No. KEB/BPO.86/73-74

Bangalore, dated 9th May, 1974.

CORRIGENDUM

The words "basic pay of Rs. 750/- p.m." appearing in the fourth line of the portion of Board order No. KEB/BPO.86/73-74 dated 8-5-74 shall be corrected as "basic pay upto Rs. 750/- p.m."

By Order
Sd/- Secretary

READ : Memorandum of settlement dated 12-1-1970 entered into between the Management and KEB Employees' Union (Reg. No. 659) in the matter of revision of pay scale of Class-III and Class IV employees w.e.f. 1-4-1969.

- 1) B.O. No. MSEB/A1/6435/69-70 dtd. 15-1-70
- 2) B.O. No. MSEB/A1/6435/69-70 dtd. 12-2-70.
- 3) B.O. No. MSEB/A1/6435/69-70 dtd. 8-4-71.
- 4) B O. No. KEB/BPO. 73/73-74 dtd. 2-2-74.

6) Letter No. GS-14/74 dtd. 30-9-1974 from the General Secretary, KEB Employees' Union, Bangalore requesting to amend the method of fixation of pay in respect of employees in the pay group of Rs. 55 to Rs. 149/- as revised in the case of employees in the pay group of Rs. 150-750 in B.O. No. BPO. 73/73-74 dated 2-2-74 so that uniform procedure to adopted in the matter of fixation of pay in the revised pay scales from 1-4-1969 in respect of employees in the pay group of Rs. 150-750 as well as Rs. 55-149.

7) Board Resolution No. 10998 dated 18-11-74 in the matter.

8) U.O. Note No. Spl. Secn. 48/181 dated 9-7-74 and CCA, 339 dated 20-2-75 from the Chief Controller of Accounts, KEB in the matter.

9) Memorandum of settlement dated 18-4-1975 entered into between the Management and the KEB Employees' Union (Reg. No. 659).

Order No. KEB/EPO. 73/73-74 dated 22nd April, 1975.

The Board is pleased to modify the method of fixation of pay in respect of employees whose existing basic pay is between Rs. 55 and 149 per month as follows in the revised pay scale of 1969 approved in B.O. No. MSEB/A1. 6435/69-70 dated 15-1-70. The same shall be deemed to have come into force from 1-4-1969 subject to the conditions that arrears on account of fixation of pay under this order shall be payable only from 1-1-74.

As Existing

a) Where the existing basic pay of an employee is less than the minimum of the revised scale in which the employee is to be fixed, the basic pay shall be fixed at the minimum of the revised scale.

b) Where the difference between the existing basic pay of an employee and the

As Amended

a) Where the existing basic pay of an employee is less than the minimum of the revised scale in which the employee is to be fixed, the basic pay shall be fixed at the minimum of the revised scale.

b) Where the difference between the existing basic pay of an employee and the

minimum of the revised scale in which he is to be fitted is less than three times the rate of initial increment in the revised scale. the employee will be entitled to service increments at the rate of one increment for every five years of uninterrupted qualifying service, subject to a maximum of three increments in all and the service increments will be added to the existing basic pay.

c) If the amount so arrived at is less than the minimum of the revised scale, he shall be fixed at the minimum of the revised scale.

d) If the amount arrived at in the above manner exceeds the minimum of the revised scale he shall be fitted in the following.

- i) If it is one of the stages in the revised scale he will be fixed at that stage.
- ii) If, however, the amount arrived at is in between two stages in the revised scale, the employee will be fixed at the next higher stage in the revised scale.

minimum of the revised scale of pay of 1969 in which he is to be fitted is less than three times the rate of initial annual increment in the revised scale, the employee will be brought to the minimum of the revised scale first and then allowed the consequential weightage increments at the rate of one increment for every 5 years of uninterrupted qualifying service subject to a maximum of three increments in all or Rs Twenty five (Rs. 25/-) whichever is less.

The weightage increments thus allowed shall be added after bringing the existing pay of the employee to the minimum of the revised scale and the pay shall be fixed accordingly.

This is however subject to the condition that the back arrears on this account shall be paid only from 1-1-74 and onwards.

Note : While limiting benefit as above, if the basic pay so fixed falls between two stages of the revised scale, the excess over the lower stage shall be allowed as personal absorbable pay.

The payment of the arrears due under this order is subject to the provisions of Additional Emoluments (Compulsory Deposit) Act, 1974.

Sd/- for Secretary.

-
- READ ; 1. B.O. No. MSEB/A1/6435/69-70 dtd. 15-1-1970 revising the pay scales to the then Class III & IV Employees of the Board with effect from 1-4-1969.
2. Board Order No. BPO 73 dtd. 2-2-1974 prescribing the method of fixation

of pay in respect of the employees whose existing basic pay is between Rs. 150/- and Rs. 750/- p.m.

3. Board Circular Lr. No. BPO/73/73-74 dtd, 30-3-74 conveying instructions to the method of fixation of pay in respect of employees whose existing basic pay was between Rs. 150/- and Rs. 750/- per month.
4. Labour Court Award dated 25-11-1982 in respect of application No. 83/75 of Shri H. M. Kotraiah and others-Vs-Karnataka Electricity Board.
5. Proceedings of the Joint Meeting held with the KEB Employees' Union (Reg. No. 659) on 23-5-1987 & 8-6-1987,

Board Order No. CLO/B15/3311/75-76

Bangalore, Dated 21 August, 1987

As per Board Orders quoted above, in the fixation of pay of employees in the revised scale with effect from 1-4-1969, if the difference between the existing pay and the minimum of the revised scale of an employee was less than the amount representing two times the initial annual increment in the revised scale, he was entitled to service increments at the rate of one increment for every 5 years of uninterrupted qualifying service, subject to a maximum of 3 increments in all or Rs. 25/-, whichever is less. This ceiling of Rs. 25/- was enhanced to Rs. 40/- from 1-3-1971. The Labour Court, Bangalore, in its Award dated 25-11-82 on the application No. 83 of 1975, filed by Sri H. M. Kotraiah, and others, has allowed this benefit of service increments in the revised scale with effect from 1-4-1969 to the applicants, even though they have not fulfilled the condition that the difference between the existing basic pay and the minimum of the revised scale should be less than 2 times the initial annual increment in the revised scale.

The Board has accepted the above award of the Labour Court. Accordingly, the Board is pleased to accord approval to extend the benefit of re-fixation of pay in the revised pay scales of 1969 in respect of all those employees (i.e., presently designated as Jr Engr. and AAOs) who were drawing the basic pay between Rs. 150/- and Rs. 750/- per month in the pre-revised pay scales as on 31st March 1969, on the lines of the Award dated 25 November 1982 of the Labour Court, Bangalore, in application No 83 of 1975 filed by Sri H.M. Kotraiah, and others (as per the Annexure enclosed to the Board Order).

The financial benefits in such cases shall be made available only upto 25th November 1982 and subsequent pay fixations from time to time shall be on notional basis without any claim for arrears up to the date of this Board Order.

By Order,
Sd/- Secretary.

Illustration showing the fixation of pay on 1-4-69 in respect of employees in the pay range between Rs. 150/- and Rs. 750/- due to Award dated 25-11-1982.

Supervisors in revised grade Rs. 250-16-330-18-420-20-500

	Existing pay as on 1-4-69	Minimum pay of the scale on	Weightage benefit (3 increments subject to a max. of Rs. 25/-)
a) Less than 5 years	Rs. 200/-	Rs. 250/-	Nil
b) 5 years & above but below 10 years.	Rs. 210/-	Rs. 250/-	Rs. 16/- (One increment)
c) 10 years & above. but below 15 years.	Rs. 220/-	Rs. 250/-	Rs. 25/- (2 increments limited to Rs. 25/-)
d) 15 years & above.	Rs. 230/-	Rs. 250/-	Rs. 25/- (3 increments limited to Rs. 25/-)

Accounts Superintendents in Grade Rs. 200-20-380-25-505-30-655

a) Less than 5 years.	Rs. 240/-	Rs. 300/-	Nil
b) 5 years and above but below 10 years.	Rs. 250/-	Rs. 300/-	Rs. 20/-
c) 10 years & above below 15 years.	Rs. 260/-	Rs. 300/-	Rs. 25/- (2 increments limited to 25/-)
d) 15 years and above.	Rs. 270/-	Rs. 300/-	Rs. 25/- (2 increments limited to 25/-)

Dated : 21-8-87

(Presently designated as J.E.'s)

Pay fixed on 1-4-69	1-4-70	Weightage benefit @ Rs. 40/- in all from 1-3-71	1-4-71
Rs. 250/-	Rs. 266/-	Rs. 266/-	Rs. 282/-
Rs. 266/- + 9/- PP	Rs. 282/- + 9/- PP	Rs. 282/- + 9/- PP	Rs. 292/- + 9/- PP
Rs. 266/- + 9/- PP	Rs. 282/- + 9/- PP	Rs. 282/- + 9/- PP	Rs. 298/- + 9/- PP
Rs. 266/- + 9/- PP	Rs. 282/- + 9/- PP	Rs. 282/- + 9/- PP	Rs. 298/- + 9/- PP

(Presently designated as A.A.O.'s)

Rs. 300/-	Rs. 320/-	Rs. 320/-	Rs. 340/-
Rs. 320/-	Rs. 340/-	Rs. 340/-	Rs. 360/-
Rs. 320/- + 5/- PP	Rs. 340/- + 5/- PP	Rs. 340/- + 5/- PP	Rs. 360/- + 5/- PP
Rs. 320/- + 5/- PP	Rs. 340/- + 5/- PP	Rs. 340/- + 5/- PP	Rs. 360/- + 5/- PP

By Order,
Sd/- Secretary.

Copy of letter No. MSEB. AI/6435/69-70 dated 15th January 1970 from the Secretary, M.S.E. Board, Bangalore addressed to All the Superintending Engineers, El./ All the Executive Engineers, El./The Chief Accounts Officer, M.S.E. Bangalore/All the Accounts Officers of the Circles.

Sub : Revision of Pay Scales with effect from 1st April 1969 and other matters.

Ref : B.O. No. MSEB, AI 6435/69-70 dated 15th January 1970.

I write to inform you that the Board Order covering revision of Pay scales of employees with effect from 1st April 1969 and other matters has been issued (vide No. MSEB. AI. 6435/69-70 dated 15th January 1970) and copies are sent to you separately. The following instructions are hereby issued for being carefully studied and followed in the implementation of the above Board Order.

The Board Order should be studied in detail and its full implications understood

clearly. If any doubts arise in the interpretation of any portion of the order immediate clarification should be obtained by writing to the Secretary, MSEB, Bangalore by a confidential D.O. Letter in the matter setting out the doubt needing clarification without any loss of time. A copy may also be sent to the Chief Engineer, Electricity (General).

2 (a) The highest start for pole climbers (Lineman III Class and Helpers III class) is to be given to those employees who are quite capable of climbing electric poles. Though the certificates of the Assistant Engineers if it is Sub-Divisional Head Quarters or by the Section Officer where there are no Assistant Engineers regarding the capability of Lineman III class and Helpers III Class as Pole Climbers would be adequate, the concerned Executive Engineers have to actually verify later the capacity before pay fixation with a higher start. Hence, it is incumbent on the Executive Engineers to write to the Assistant Engineers and the Sectional Officers the implication of this aspect as any false certificate given would be tantamount to negligence of Board's work and mis-appropriation of Board's fund & entails major punishment of dismissal from service. If it is subsequently found that any mistake has occurred in this respect, the concerned Executive Engineer and Assistant Engineer will be held personally responsible and any amount wrongly paid to employees, will be recovered from them besides taking disciplinary action as already outlined.

2 (b) There are at present, a number of persons designated as Lineman III Class or Helper III Class, who are working in places where they do not have to do line work, such as MUSS, Stores Generating and Receiving Stations, etc., and some of these persons may be capable of pole climbing for line work. Hither to persons designated as Helper III Class/Lineman III Class could be posted either to stations or to lines and the posts in these were inter-changeable. Now, since a higher grade is proposed to be given to persons capable of pole climbing for line work from among the Linemen III class or Helper III class, it is very necessary that all the persons designated as Linemen III Class/Helper III Class are examined with a view to finding out their capability of pole climbing for line work, even if they are working in Stations/Stores etc., where they do not have line work. Lineman III Class/Helpers III Class, working in Stations/Stores/Receiving Stations/Generations, will have to be transferred to the O & M Units or line Sections (including transmission lines) where their capacity and skill in pole climbing for line work may be better made use of and they be given higher start sanctioned in Board Order. The Linemen III Class/Helper III Class who are in O & M Units/Line Sections, but who are not capable of Pole climbing for line work, may be transferred to posts in posts in stations, stores, etc., where the work would not require pole climbing (as in the case of line work) and they would not also be entitled to the higher start of Rs. 76/- in Grade Rs. 70-116 as per Board Order. This matter will have to be tackled on TOP PRIORITY and the pay fixation of persons in this cadre should not be delayed/held up on account of this reason. As such, the Executive Engineers are hereby directed to arrange for verification of the capacity of Linemen III Class/Helpers III Class in their

Division on very urgent basis, before the end of the month and the results of their verification intimated to the Superintending Engineers to enable the Pay of the employees fixed as per the Board Order. Even if there are not sufficient number of posts of Lineman on actual line work, III Class Helpers and III Class Linemen are who are proficient in pole climbing may be given the higher start of Rs. 76/- and posted to line work when such vacancies become available.

3) The pay has to be fixed with great care and after double checking the same for accuracy. A copy of the statement showing the existing pay and the revised pay fixed and the length of qualifying service should be sent to the Chief Accounts Officer, Chief Engineer, Electricity (General) and the Secretary, MSEB, for information. If it is found that any excess payments have been made, the excess so paid will be recovered from the Accounts Officers and Accounts Superintendents responsible for such payment and further disciplinary action will be taken for negligence.

4) The pay fixation and claims of wages in respect of the lower categories should be taken up first and arrears of pay disbursed starting with the lowest category. The arrears in respect of the Circle office staff should be claimed and disbursed after the arrears of all others in the Circle are disbursed. In any case all payments should be made before 25th February 1970. It has been agreed that all arrears payments would be arranged within 45 days from 12-1-1970 (the date of settlement). All efforts should be made to ensure that salaries of employees for January 1970 are claimed at the revised rates ordered in the above Board Order.

Conveyance Allowance—Clear guidelines are laid down in the above Board Order, setting out the categories of persons who would be entitled to payment of conveyance allowance for the discharge of official duties. It is very necessary that only persons actually attending to the duties enumerated in the Board Order (see Paras 9, 10 and 11 of Board Order) be paid conveyance allowances. If any in spite of this conveyance allowance is sanctioned wrongly and paid to a person not actually doing the duties enumerated in the Board Order, the concerned officer will be held personally liable and amounts wrongly paid will be recovered from him in addition to disciplinary action. It shall, therefore be the duty of Executive Engineers and the Superintending Engineers to ensure that only persons actually doing the duties, enumerated, are paid the conveyance allowance.

5) Earned/Privilege Leave applied for by employees should in the normal course be sanctioned. This is in view of the fact that, as per provision for surrender of Earned/Privilege Leave (as approved in the above Board Order), Leave refused by competent authority, would be encashable and this expenditure would be avoidable.

6) The revision of pay scales is necessarily to be linked with improvement in efficiency. Steps shall be taken to improve efficiency in the several offices of the Board

and sustained effort shall be made at all levels by the Supervisory and other staff to ensure efficiency and speed. in such a manner that the various items of work in the Board offices are brought upto-date and a smoothly functioning organisation is built up.

READ : 1. Board Order No. MSEB.A1. 5241/60-61 dated 22nd March 1961 adopting Government Order No. FD 17 SRP 1 Dated 27-2-1961 revising the pay scales of the employees with effect from 1-1-1961.

2. Board Order No. MSEB/BPO-127/69-70 dated 23-8-1969 approving grant of an interim relief of 10 per cent of Pay subject to a minimum of Rs. 5/- to all class III and class IV employees with effect from 1-8-1969 subject to adjustment after the pay scales are revised.

3. Memorandum of settlement dated 12-1-1970 between the Mysore State Electricity Board and the MSEB Employees Union in respect of several categories of employees.

4. Board Order No. MSEB A1.6435/69-70 dated 15-1-1970 approving the revised pay scales of Class III and Class IV employees of the Board subject to certain conditions.

5. Supplementary Memorandum of settlement dated 9-2-1970 between the Mysore State Electricity Board and the MSEB Employees Union.

Order No. MSEB A.1. 6435/69-70 Bangalore, Dated 12th February 1970

The Board are pleased to issue further orders and clarification as follows :

1. New entrants and minimum pay : New entrants to the grade Rs. 55-2-75-3-90-4-118 appointed on or after 13-1-1970 will be given minimum pay of Rs. 55/- p.m. in the grade. They shall also be paid the Dearness Allowance of Rs. 85/- p.m., to make up Rs. 140/- which is the agreed minimum wage. The Dearness Allowance of Rs. 85/- p.m., will be purely personal to such new entrants and will cease when the Dearness Allowance is increased or they reach the next slab of pay entitling them to higher Dearness Allowance.

2. Duty Allowance : The Duty Allowance to the existing I-Grade Clerks or II-Grade Clerks working as Store-Keepers and Assistant Store-keepers wherever it is being paid, will continue till Store-keepers of the new grades are posted in their places.

3. Uniforms to Employees : In addition to the categories of employees who are eligible for uniforms sanctioned in para 22 of the Board Order, the Peons also shall be provided with two sets of Uniforms and one set of foot-wear every year.

4. Fixation of Pay (weightage) : The Clause relating to pay fixation vide page 5 B(b) (ii) of the Board Order, will be amended as follows in respect of employees drawing basic pay of Rs. 150/- and above.

If the existing basic pay of the employees is between two stages, in the revised scale, he shall be first brought on the next higher stage in the revised scale and then service increments will be allowed at the rate of one increment for every five years of uninterrupted qualifying service limited to three increments and subject to a maximum of Rs. 45/- only.

Note : If the Pay already fixed in terms of the original clause in the settlement dated 12-1-1970 is more than the pay fixed as per this amended clause, the same shall not be reduced and the original fixation will not be altered.

5. If an employee was on Earned or Commuted leave on 1-4-1969 his pay will be fixed as on 1-4-1969 but the benefits will be admissible only from the date of his return from leave.

6. Protection of emoluments : Protections under Pre-1961 Pay scales are not admissible on the introduction of the new grades. The pay along with Protection Pay and interim relief drawn by the employees from 1-4-1969 and onwards will be absorbed in the benefits of pay fixation and increments and if still any balance remains over on 31-12-1969 unabsorbed, the same will be protected and absorbed in future increments.

7. Pay fixation and service increments : All employees will be fitted into the new scales with effect from 1-4-1969 after allowing the increments in the old grade, if any, due on 1-4-1969. But if in the course of the year, the employee gets an increment in the old grade and if it is advantageous to him, the pay of the employee shall be re-fixed with reference to his increment in the old grade from the date of actual of that increment and his pay will be fixed with reference to the increase of Pay on that day in the same manner as it has been done while fixing his pay initially on 1-4-1969 and his next increment will become due after one year from that date:

A few examples are furnished below :

a) A Linemen is drawing Rs. 76/- p.m. in grade Rs. 60-1-70-2-90 and has rendered a service of over 15 years. His pay is fixed at Rs. 88/- p.m. in the new grade with effect from 1-4-1969. He is entitled to an increment of Rs. 2/- in the old grade from 1-5-1969. His pay will be re-fixed at Rs. 92/- p.m. on 1-5-1969 and his next increment will become due on 1-5-1970.

b) If the same Linemen mentioned in para (a) above was drawing Rs. 78/- p.m. on 1-4-1969, his pay will be fixed at Rs. 92/- p.m. on 1-4-1969. If his next increment

raising his Pay from Rs. 78/- p.m., to Rs. 80/- p.m., is due on 1-5-1969 raising his Pay to Rs. 80/- p.m., his Pay will be refixed at Rs. 93/- only. As this is not advantageous to him, his Pay need not be refixed on 1-5-1969 and he can draw his next increment in the new scale from 1-4-1970.

(c) A Junior Engineer is getting Rs. 300/- p.m. in grade Rs. 200-375 on 1-4-1969 and has rendered a service of five years. His pay will be fixed at Rs. 320/- on 1-4-1969. His next increment of Rs. 15/- in the old grade is due from 8-4-1969. His pay will be refixed at Rs. 340/- p.m. on 3-4-1969 and his next increment will become due on 8-4-1970.

Equation and Revision of certain grades :

8. The Jamedar in grade Rs. 80-3-110 of the Watch and Ward of the Central Stores shall be given the grade of Rs. 80-4-120-5-145 from 1-4-1969 and allowed the benefits of Pay fixation as per orders dated 15-1-1970. The posts of the Five Jamedars in the Board will be abolished from the date the present incumbents vacate their posts due to retirement.

9. The Daffedars of the Watch and Ward of the Central Stores in grade Rs. 60-1-70-2-90 shall be given the grade of Rs. 80-4-120-5-145 from 1-4-1969 and allowed the benefits of Pay fixation as per Board Order dated 15-1-1970.

10. The marginally noted Four Jamedars will be given a starting pay of Rs. 92/- p.m., in grade Rs 80-145 from 1-4-1969. They will not be entitled to any further weightage.

1. Gangaiah
2. Javaraiah
3. Maddura
4. Mallalah

11. The Four posts of Selection Grade Stenographers will be abolished from the dates, the present incumbents noted in the margin vacate their posts due to retirement, etc., and the grade of Rs. 300-655 allowed to them will be automatically abolished from the date they vacate their posts. Their pay will be refixed on 1-4-1969 as per Pay fixation and Special pay added to the same from 1-4-1969 in the running grade.

1. Sri V. Krishnaswamy
1. Sri. P.M. Kottraiah
3. Sri G. Srinivasa Iyengar
4. Sri M. R. Chandrashekara Murthy

12. The marginally noted seven Non-optee Stenographers will be given the grade of Rs. 175-10-275-15-350-20-450 without Special Pay. This grade will be purely personal to them and the grade will

1. Sri P. Raghava Rao Naidu
2. Sri P. Shantharaj

- 3 Sri D.T. Dasappa
- 4 Sri T. Parthasarathy
- 5 Sri R. Tatachar
- 6 Sri M.N. Nagabhushan Rao
- 7 Sri K.K. Srinivasan.

be automatically abolished from the date of vacation of these posts by the seven incumbents. Their pay will be refixed as per Board Order dated 15-1-1970.

13. The Operators in Grade Rs. 110-220 as in Annexure-I will be allowed, as a Special case, the grade of Rs. 110-5-150-6-180 10-230-12-316 purely as personal to them from 1-4-1969 and the grade will be automatically abolished from the dates the present incumbents vacate their posts. They will be allowed fixation as per Board Order dated 15-1-1970.

14. The employees in the following grades who have rendered a service of 15 years or more on 1-4-1969 will be given one additional increment in the grade over and above the Pay already fixed as on 1-4-1969 as per Board Order dated 15-1-1970.

a) Peons, Malies, etc.,	Rs. 50-1-60	revised to Rs. 55-90
b) Helpers III-Class/Linemen III-Class/ Pole Climber, etc	Rs. 55-1-65-2-75 Rs. 55-1-65	.. 70-118
c) Linemen II-Class/Helper II-Class	Rs. 60-1-70-2-90	.. 80-145
d). Cooks, etc,	Rs. 55-2-85	.. 80-145

15. Surrender and encashment of leave :

a) The Class III and Class IV employees of the Board are permitted to surrender Earned/Privilege leave to the extent of a minimum of thirty days in a year and a maximum of sixty days in a year subject to the condition that there shall be a minimum of interval of 12 months between any two surrenders. The period of 12 months will be counted from the next day to the last day of leave last surrendered.

b) The Rules regarding surrender of leave came into force from 15-1-1970, the date of Board Order.

c) The facility of surrender of leave will be available to those who are in service on 12-1-1970 and not to those who might have retired or expired earlier.

d) The first surrender of leave can be at any time after 15-1-1970. Surrender has to be always prospective and not retrospective.

e) A minimum service of one year is necessary (on the date of surrender) for for surrender of leave.

(f) The surrender has to be Earned/Privilege leave and not any other kind of leave.

(h) The restriction regarding taking leave other than casual leave between two surrenders is relaxed during the period covered by the leave surrendered, the employee cannot avail any kind of leave except Casual Leave.

(i) The application for surrender of leave should be in the prescribed form and the date from which leave is being surrendered should be noted in the application form to enable the office to work out the title for leave.

(j) Leave surrenders can be accepted by the officer competent to sanction Earned/Privilege leave.

(k) The acceptance of surrender will be issued in the form of an office memo furnishing the details of leave surrendered and the amount payable to the employee.

(l) The fact of leave surrendered should be entered in the body of the Service Register before payment is made under the signature of the competent officer. Similarly, the leave account of the employee should be debited with the amount of leave surrendered and the balance should be noted under proper attestation.

(m) The salary to be paid during surrender of leave is the leave salary that would have been paid to the employees had the employee gone on leave from that day and includes, Pay and Dearness allowances, and is payable after that date and not earlier. The amount will be drawn as leave salary at the end of the month, in which it is surrendered. If it falls partly in two months, the leave salary will be drawn along with the second spell of such Leave salary. This leave salary is not liable to deductions on account of Provident fund, etc.

(n) The concession will apply to Board Employees on foreign service but subject to the terms of deputation.

(o) No payment towards leave surrender should be made without entry in the Service Register.

(p) Leave preparatory to retirement cannot be surrendered and the period of leave applied for should not be co-terminus with the date of retirement. Period of leave surrendered should not exceed the period of duty between the date of Earned leave and the date of Retirement.

(q) The requirement of intervening period between two surrenders will be relaxed in the last year of service in the case of employees who are retiring from service due to superannuation but such relaxation shall be allowed only once during the last year of service.

(r) Any leave if refused by the competent authority will be encashable at the option of the employee. No-sanction of leave during the period of unauthorised absence, overstaying of leave, etc., etc., will not amount to refusal for this purpose.

16. In page 17 of Board Order dated 16-1-1970 referred to above, against pay of Rs. 73/- on 1-4-1969, the figures in Column 4 and 5, may be corrected from Rs. 78/- to Rs. 79/-. Also in Page 33, against Rs. 256/- and Rs. 260/- the last column may be corrected as Rs. 300/- and Rs. 305/- respectively.

17. Diploma Holders who have entered service prior to 12-1-1970 and were in grade Rs. 160-320 may be given the new grade of Rs. 250-500 whether they are posted to do the duties of Supervisors, Statisticians, Draftsman or Line Inspectors. But such posts will be filled up by recruiting and posting of employees of concerned grades in future.

18. Revised tables in respect of the alterations by giving effect to Para 4 of this order, are enclosed and the pay of the employees shall be fixed accordingly.

By Order
Sd/- Secretary

KARNATAKA ELECTRICITY BOARD

RE.D:

- Board order No.MSEB/A1.6435/83-70 dated 15th Jan.1970 revising the pay scales of Class III and Class IV employees of the Board as per the Annexure thereto with effect from 1.4.1969.
2. Board order No.MSEB/BPO.261/72-73 dated 20.3.73 according approval to grant adhoc increase in pay with effect from 1.4.1972, as per the annexure thereto.
 3. Board order No.MSEB/BPO.86/73-74 dated 8.3.74 according approval for the payment of interim relief at Rs.30/- per month to the employees drawing basic pay upto Rs.750/- per month with effect from 1st Oct.1973.
 4. Board order No.MSEB/BPO.B16.753/76-77 dated 26.4.76 according approval for the payment of interim relief as per the Annexure thereto to all the employees of the Board with effect from 1.4.1976.
 5. Board order No.KEB/B16.5295/76-77 dated 8th Dec.1976 according approval for the payment of half month's salary as on 1.12.76 subject to maximum of Rs.250/- to the employees in service on 1.12.76, treating as an advance which will be adjusted against the dues, if any, that may become payable on the conclusion of the Wage revision Settlement.
 6. Board order No.KEB/B16.5584/76-77 dated 9th Dec.76 according approval for the payment of half month's salary as on 1.12.76 subject to maximum of Rs.250/- to the Junior Engineers, treating as an advance which will be adjusted against the dues, if any, that may become payable after the finalisation of the wage revision.
 7. Memorandum of Settlement dated 8.3.1977 entered into between the KEB and KEB Employees' Union (Reg No.659) regarding revision of pay scales etc.,

ORDER NO.KEB/BPO.5/76-77.

BANGALORE, DATED: 12th MARCH, 1977

The Board is pleased to approve the revision of Pay Scales of the workmen who have been appointed to the various posts against the promotion quota or who have successfully completed the probationary period in cases of appointment against direct recruitment quota as per Annexure-I subject to the following conditions:

Date of effect: The revised pay scales shall come into force with effect from 1st April, 1976.

2. The revised pay scales shall not apply in cases of the employees of the ex-licensee undertakings acquired by the Karnataka State Government under the Karnataka Electricity Supply Undertakings (Acquisition) Act, 1974 the management of which has been entrusted to the Karnataka Electricity Board under Government Notification No. PWD 17 EIG 73 dated 18.12.74.

3. Pay fixation and service weightage:

The initial pay of the workman to whom the revised scale of pay applies shall be fixed in that scale on 1st April, 1976 in the following manner:

- i) To the basic pay inclusive of personal pay, if any, which arose during the fixation of pay on revised scales of pay vide Board order No. 1.4276/71-72 dated 26.4.72 and the personal pay, if any, given to men borne on Workcharged establishment on their absorption to maintenance establishment and which is continued as a separate element as on 1.4.76 (inclusive of increment, if any, due on that date) in the existing scale, add the dearness allowance admissible as on 1st April, 76, the adhoc increase granted vide Board order No. BPO.261/72-73 dated 20.3.73 the interim relief granted vide Board order No. BPO.86/73.74 dated 8.3.74 and the interim relief in pay granted from 1.4.76 vide Board order No. BPO.816,753/75-77 dated 26.4.76 and the amount thus arrived at constitutes the "existing basic pay".

Note: For determining the 'existing basic pay' the quantum of D... and interim relief in pay to be merged in respect of workmen who are in receipt of special pay shall be the quantum of D... and interim relief in pay admissible on the basic pay including the adhoc increase but excluding the special pay.

(ii) To this "existing basic pay" add the following weightage benefit.

- a) To those workmen who have put in less than 5 years of service in Regular/Maintenance/Workcharged cadres as on 1.4.76. Rs.15/-
(Fifteen)
- b) To those workmen who have put in not less than 5 years of service but below 10 years of service in Regular/Maintenance/Workcharged cadres as on 1-4-1976. Rs.20/-
(Twenty)

c) To those workmen who have put in not less than 10 years of service but below 15 years of service in Regular/Maintenance/Workcharged cadres as on 1-4-1976.

Rs.25/-
(Twentyfive)

d) To those workmen who have put in 15 years of service and above in Regular/Maintenance/Workcharged cadres as on 1.4.76.

Rs.30/-
(Thirty)

(iii) After adding the weightage benefit as above to the "existing basic pay" the "revised basic pay" as on 1st April, '76 be arrived. The "revised basic pay" shall be fixed in the revised scale as follows:

i) If the revised basic pay happens to be less than the minimum of the revised scale, it shall be fixed at the minimum of the revised scale.

ii) If the revised basic pay happens to be one of the stages in the revised scale or is in between two stages of the revised scale, it shall be fixed at the next higher stage in the revised scale.

4. The pay may be fixed as per the Ready Reckoner enclosed to this Board order vide Annexure-II.

In respect of time scale in grade 110-5-150-6-180-10-220-12-315 (Personal grade to Operators), the fixation may be made by the respective drawing officers, as per the fixation formula incorporated in the Board order.

For sanctioning the service weightage, lumpsum grant and pay fixation the drawing officers are authorised to sanction the same. The Accounts officers/Asst. Accounts officers as the case may be wherever the Accounts Officers are not provided to the respective Division will check the pay fixation statements cent percent and the lumpsum arrears authorised before forwarding the same to the concurrent audit.

5. Increments after pay fixation on 1.4.1976.

In the case of a workman who but for fixation of his pay in the revised scale would have earned an increment/stagnation increment in the existing scale in the usual course subsequent to 1st April, 1976 but before 1st April, 1977 his pay in the revised scale shall, if advantageous to him be revised from the date of his earning such increment in accord-

ance with the aforesaid pay fixation formula.

Elongation of Scale:

In the case of a workman who reaches the maximum of the scale during the period from 1.4.1976 to 31.3.1979 the scale will be elongated in respect of that workman as personal to him during the above period. This is not applicable in cases where a workman reaches the maximum of the scale after 1.4.1979.

7. Dearness allowance:

There shall be no dearness allowance in addition to the pay admissible in the revised scales of pay effective from 1.4.1976. Since, no Dearness allowance in any form is payable after the introduction of the new pay scales, the provisions of the Additional Emoluments (Compulsory Deposit) Act, 1974 are not attracted and hence no amounts need be impounded under the above act in cases where pay is drawn in the revised pay scales.

8. House Rent Allowance:

The House Rent Allowance will be paid with effect from 1.4.1976 as per the Annexure-III appended to this order.

The workmen drawing basic pay of less than Rs.490/- will be exempted from payment of rent in respect of quarters provided to them. They are not entitled to any House Rent Allowance.

9. City Compensatory Allowance:

The City Compensatory Allowance will be paid with effect from 1-4-1976 as per Annexure-IV appended to this order.

10. Allowances:

Allowances as indicated below shall be paid to the workmen eligible for the same as per existing rules with effect from 1.4.1976.

1. Junior Assistants and Assistants who work as substitute when Assistants who are in-charge of cash duty proceed on casual leave and other leave not exceeding seven days will be paid at Rs.5/- (five) per working day subject to a maximum of Rs.25/- p.m.
2. Drivers of the vehicles of the Board will be paid a Special pay of Rs.30/- (thirty) p.m. in lieu of over time allowance.
3. Typists will be paid a special pay of Rs.30/- (thirty) p.m. The existing typists (two) getting Rs.10/- p.m. extra for typing in Kannada also in addition to typing in English will continue to get the additional Rs.10/- (ten) p.m. No extra payment for doing Kannada typing work in addition to English typing would be admissible in other cases.
4. Junior Personal Assistants will be paid a special pay of Rs.50/- (fifty) p.m.
5. Shift allowance: Shift allowance will be paid at $4\frac{1}{2}$ (four and half a per cent) on the pay subject to a minimum of 75 (seventy five) paise per evening/night shift.
6. Special Locality allowance: Special Locality allowance at 12 (twelve) per cent of pay will be paid at Jog and 6 (six) per cent of the pay at Sivasamudram, Shimshapura and Munirabad subject to a maximum of Rs.150/- (One hundred and fifty) per month in either case.
7. Conveyance allowance: Bicycle allowance will be paid at Rs.15/- (fifteen) p.m. and Scooter/Motor Cycle/Moped allowance will be paid at Rs.60/- (sixty) per month.
8. Construction allowance: Construction allowance will be paid at the rate of 12 (twelve) or 6 (six) per cent of pay wherever the same is admissible as per the existing rules at 20 (twenty) or 10 (ten) per cent respectively.
9. Washing allowance: Washing allowance at Rs.5/- (five) per month will be paid to workmen who are provided with uniforms.
10. Lift attendants: The working hours of the Lift attendants are fixed as between 9.30 A.M. and 6 P.M. with half an hour break for lunch with immediate effect. The Lift attendants will be paid a special pay of Rs.30/- (thirty) per month.

11. All other allowances/special pay which are being paid by the Board will be continued to be paid at the same quantum subject to the workman complying with the rules and regulations of the Board regarding grant of that particular allowance/special pay and he/she being eligible thereto as per the existing rules. The payments already made by way of pay and allowances in respect of period for which the revision is made shall be adjusted.

12. The Board is further pleased to sanction payment of a lumpsum amount as indicated below to all the workmen depending upon the length of service as on 1.4.1976.

- a) In respect of Workmen who have put in less than five years of service in the Regular/Maintenance/Work-charged cadres of the Board. Rs.288/- (two hundred and eighty eight).
- b) In respect of workmen who have put in five years or more but less than ten years of service in Regular/Maintenance/Workcharged cadres of the Board. Rs.336/- (Three hundred and thirty six)
- c) In respect of workmen who have put in ten years or more but less than fifteen years of service in the Regular/Maintenance/Workcharged cadres of the Board. Rs.384/- (Three hundred and eightyfour)
- d) In respect of those workmen who have put in fifteen or more years of service in the Regular/Maintenance/Workcharged cadres of the Board. Rs.432/- (Four hundred and thirtytwo)


NOTE: Workmen who have been recruited on or after 1.4.1974 but on or before 31.3.1976 will be paid a lumpsum amount at the rate of Rs.12/- (twelve) for every completed month of service in the Regular/Maintenance/Workcharged cadres.

13. The advance made vide Board order No.KE2/B16.5295/76-77 dated 8.12.1976 should be adjusted out of the arrears payable.

14. Amenities: One pair of gum-boots once in two years will be provided to workmen who are provided with Uniform and foot-wear and who are working in haldnad areas.

15. The revision of pay scales is linked to production and productivity. Further, Board expects that the employees will put forth all their efforts for efficient service to the consumers.

BY ORDER,


(B.N. Sathyarayanan)
for Secretary.

To

All the Chief Engineers, Electricity, KEB
The Chief Controller of Accounts, KEB, Bangalore
The Controller of Accounts (South) & (North) KEB
All the Superintending Engineers, Elec'l., KEB
All the Dy. Controller of Accounts, KEB
All the Executive Engineers, Elec'l., KEB
All the Accounts Officers, KEB / All Asst. Engineers, El, KEB.
The Accountant General Karnataka, Bangalore
The Managing Director, MPC Limited, Bangalore
The Electrical Inspector to Govt., Bangalore
The Secretary, TBHES, TB Dam
The Executive Engineer, El, AD (Electrical), Bangalore
The Superintendent of Police (Vigilance), KEB, Bangalore
All Officers Bd. Sectt.
The General Secretary, KEB Employees Union (Reg No. 659), Bangalore. 9

ANNEXURE-I

(Board Order No. KEB/BPO.5/75-77
Dated. 12-3-1977).

SCALES OF PAY EFFECTIVE FROM 1-4-1976 TO VARIOUS CATEGORIES OF WORKMEN OF THE KARNATAKA ELECTRICITY BOARD WHO HAVE BEEN APPOINTED TO THE POST AGAINST PROMOTION QUOTA OR WHO HAVE SUCCESSFULLY COMPLETED PROBATION IN CASE OF APPOINTMENT AGAINST DIRECT RECRUITMENT QUOTA.

Sl.No.	Designation	Existing Scale	Revised Scale
1.	Mali Gr.II, Fieldmen Gr.III, Caretaker, Dhobi, Ward-Attendant, Sweeper/ Scavenger, Watchmen (Office/Security/Stores), Office Attendant Grade II.	55-2-75-3-90	280-5-320-10-370-15-430
2.	Station attendant Gr.II, Asst. Lineman, Attendant Gr.II (T.C) Attendant Gr.II (H.T) Attendant Gr.II (M.T) Helpers (Stores), Helpers (Workshop), Mali Gr.I, Fieldmen Gr.II, Helper (Civil), Maity, Cook, Cleaner/ Autohelper, Autohelper.	70-2-76-3-94-4- 118	300-5-320-10-360-15-465
3.	Station attendant Gr.I, Lineman, Attendant Gr.I (TC) Attendant Gr.I (RT), Attendant Gr.I (MT), Store Attendant Gr.I, Driller/ Puncher/Cutter/Hammerman/ Blacksmith Gr.II/Machine Operator, Fitter Gr.III, Painter Gr.II, Grinder, Sheetmetal Worker/Tinker Gr.II, Carpenter Gr.III, Attendant Gr.I (t.S) Civil Mate, Plumber-Cum-Fitter, Gr.III, Bar-bender-cum- Vibrator Attendant Gr.I, Fieldman Gr.I/Maistry Gr.III, Butler, Cook-cum- Butler, Attendant Gr.I (Tool-Keeper), Jamedar- (Watch & Ward), Head- Watchman, Darkroom Asst., Lift Attender, Daftary, Office Attendant Gr.I	80-4-120-5-145	320-10-360-15-435-20- 555
4.	Wireman	95-5-140-6-170	340-15-430-20-530-25- 630

S.No.	Designation	Existing Scale	Revised Scale
5.	Station Mechanic Gr.II, Crane Operator Gr.II, Plumber Gr.II, Painter Gr.I, Line Mechanic Gr.II, Mech. Gr.II (TC) Mech. Gr.II (RT), Mech. Gr. (MT), Maistry Gr.II, Welder Gr.II, Turner Gr.II, Mechanic-cum-Machinist Gr.II, Blacksmith Gr.I, Carpenter Gr.II, Painter Gr.I, Fitter Gr.II, Tinker Gr.I, Maistry (Civil) Gr.II/Mason Gr.II, Plumber-cum-Fitter Gr.II, Maistry (Health) Gr.II, Driver Gr.II, Auto Mech. Gr.II, Tracer (Civil), Tracer/Blue Printer .	110-5-135-6-195	385-15-430-20-530-25- 630-30-660

6.	Junior Assistants Selection Gr. Jr. Assts.	110-8-150-10-250 130-10-220-12-280- 15-295	385-15-430-20-530-25- 630-30-780
	Typists	110-8-150-10-250	
	Selection Gr. Typists	150-12-270-15-300	

NOTE:- The existing time scales of 130-10-220-12-280-15-295 and 150-12-270-15-300 relating to the Selection Gr. Junior Assistants and Typists respectively are merged in the revised time scale 385-15-430-20-530-25-630-30-780

7.	Station Mechanic Gr.I/ Crane Operator Gr.I/ Plumber Gr.I/Line Mech. Gr.I/Mech. Gr.I (TC), Mech. Gr.I (RT), Mech. Gr. I (MT)/Maistry Gr.I/Mech- anic-cum-Machinist Gr.I/ Fitter Gr.I, Carpenter Gr.I, Turner Gr.I, Welder Gr.I, Maistry (Civil) Gr.I/Mason Gr.I, Plumber Gr.I/ Auto Mech. Gr.I/ Operators/Overseers/Meter- readers/Asst. Draughtsman/ Asst. Store Keeper.	130-7-200-8-240	415-15-430-20-530-25- 630-30-720.
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Note: (1) The existing Meter-readers in the scale of (110-250) are brought on to the revised time scale of 415-15-430-20-530-25-630-30-720.

(2) The few operators who are in the scale of 110-215 which is personal to them will be given the scale of 385-15-430-20-530-25-630-30-780 i.e. the scale applicable to Supervisors appointed ...

S.No.	Designation	Existing Scale	Revised Scale
		on promotion if they are discharging the duties of the Supervisors.	
8.	Asst. Cable Jointer/Hotline Mechanic Gr. II.	150-9-195-10-285	470-20-530-25-630-30-780
9.	Assistants/Jr. Personal Assistants.	150-12-270-15-345	470-20-530-25-630-30-780-50-980
10.	Cable Jointer/Hotline Mech. Gr. I, Sr. Mechanic/Sr. Mechanic (IC/RI/MT) Instrument Mechanic/Asst. Foreman/Sr. Mechanic (WS), Driver Gr. I/Asst. Foreman (Transport), Store Keeper Gr. II/Draughtsman/Draughtsman (Civil)	190-10-250-12-310-15-355	510-20-530-25-630-30-780-50-980
11.	Special Grade Driver/Supervisor (El), Supervisor (Civil) Store Keeper Gr. I/Senior Assistants/Senior Draughtsman/Senior Draughtsman (Civil)	250-16-330-18-420-20-500	605-25-630-30-780-50-1030-60-1150
12.	Merit Grade Mechanic	300 - 25 - 500	690-30-780-50-1030-60-1150
13.	Junior Engineer (Non-Graduate)	325- 25 - 550	690-30-780-50-1030-60-1330

Note: (1) If the designation of any category of workman is not included in the above, the workman will be given the revised scale of pay corresponding to his existing scale of pay.

(2) Any workman borne on the Workcharged Establishment will be given the revised scale of pay corresponding to his existing scale of pay.

P. M. S. S. S. S.
for Secretary.

KARNATAKA ELECTRICITY BOARD.

ANNEXURE II

Statement showing the fixation of pay as per Board order No. KER/BPO.5/76-77 dated 12-5-77.

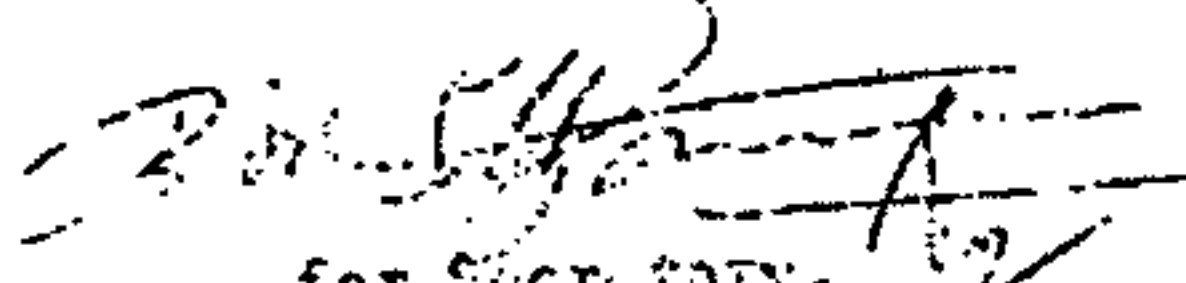
Old Grade: 55-2-75-3-90

Revised Grade: 280-5-320-10-370-15-430

Rs.

Pay + Adhoc as on 1.4.76.	Less than 5 years	PAY IN THE REVISED SCALE		
		5 Yrs. or more but less than 10 years.	10 Yrs. or more but less than 15 years.	15 Yrs. and above
65	310	320	320	330
67-68	315	320	330	330
69-72	320	330	330	340
73-76	330	330	340	340
77-79	330	340	340	350
80-83	340	340	350	350
84	340	350	350	360
85-88	350	350	360	360
89-91	350	360	360	370
93-94	360	360	370	370
95-98	360	370	370	385
100-101	370	370	385	385
103-104	370	385	385	385
106-107	385	385	385	400
110	415	430	430	430

* In respect of employees who are in receipt of P.P. (as mentioned vide Clause 3(i) of this Board order) the same may be added and pay fixed in the revised scale as per the fixation formula enumerated in this Board order.


for Secretary.

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II

Statement showing the fixation of pay as per Board Order No. KER/BPO.5/76-77 dated: 12-3-77.

Old Grade: Rs. 70-2-76-3-94-4-118

New Grade: Rs. 300-5-320-10-360-15-465

Pay + Adhoc as on 1.4.76	PAY IN THE REVISED SCALE			
	Less than 5 years	5 yrs. or more but less than 10 years. ²	10 yrs. or more but less than 15 years.	15 years and above
60, 82, 83	340	340	350	350
84	340	350	350	360
85, 86, 87, 88	350	350	360	360
89, 90, 92	350	360	360	375
94	360	360	375	375
95, 96, 98	360	375	375	375
99, 101, 102	375	375	375	390
104, 105	375	375	390	390
107, 108	375	390	390	390
110, 111, 112	420	420	435	435
114, 115, 116	420	435	435	435
118, 119, 120	435	435	435	450
122, 123	435	435	450	450
124, 126	435	450	450	450
127, 128, 130	450	450	450	465
131	450	450	465	465
134	450	465	465	465
138	465	465	465	480

(as mentioned vide Clause 3(i) of this Board order)
 * In respect of employees who are in receipt of PFZ the same may be added and pay fixed in the revised scale as per fixation formula enumerated in this Board Order.

B. S. Subramanyam
 for Secretary.

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II.

Statement showing the fixation of pay as per Board Order No. KEB/BPO.5/76-77 dated. 12-3-77.

Old Grades

New Grades

Rs. 80-4-120-5-145

Rs. 320-10-360-15-435-20-555

Pay in the Revised Scale.

Pay + Adhoc as on 1-4-76.	Less than 5 years.	5 years or more but less than 10 years.	10 years or more but less than 15 years.	15 Yrs. & above.
90	350	360	360	375
93, 94	360	360	375	375
96, 97, 98	360	375	375	375
100, 101, 102	375	375	375	390
104, 105	375	375	390	390
106, 108	375	390	390	390
109	390	390	390	405
110	420	420	435	435
112, 113	420	420	435	435
114, 116	420	435	435	435
117, 118, 120	435	435	435	455
121, 122	435	435	455	455
124, 125, 126	435	455	455	455
128, 129, 130	455	455	455	455
132, 133	455	455	455	475
135, 136	455	455	475	475
138, 140	455	475	475	475
141, 143	475	475	475	475
145, 146	475	475	475	495
148	475	475	495	495
150, 151, 153	515	515	515	515
155, 156, 158	515	515	515	535
160, 161	515	515	535	535
165	515	535	535	535

(as mentioned vide Clause 3(i) of this Board order)
 * In respect of employees who have receipt of P.P. the same may be added and pay fixed in the revised scale as per the fixation formula enumerated in this Board Order.

JJJ;12377

[Signature]
 for Secretary.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

STATEMENT SHOWING THE FIXATION OF PAY AS PER BOARD ORDER NO. 123/77

BPO 5/76-77 Dated: 12-3-77.

Old Grade S. 95-5-140-6-170	New Grade S. 340-15-430-20-530-25-630			
	Pay in the Revised Scale			
Pay + Adhoc as on 1-4-76*	Less than five years.	5 yrs or more but less than 10 years.	10 yrs or more than 15 years	15 yrs and above
105	370	335	335	385
108	335	385	385	400
110,111, 113	415	430	430	430
115, 116	430	430	430	450
118, 120	430	430	450	450
121, 123	430	450	450	450
125, 126	450	450	450	450
128, 130	450	450	450	470
131, 133	450	450	470	470
135, 136	450	470	470	470
138, 140	470	470	470	470
141,143	470	470	470	490
145,146	470	470	490	490
148	470	490	490	490
150,151,153	510	510	510	530
155, 156	510	510	530	530
159,160,162	510	530	530	530
165,166,168	530	530	530	530
171,172	530	530	530	555
174,177,178	530	530	535	555
180,183	530	535	535	555
184,186,190	535	535	535	535

(as mentioned in Clause 3(i) of this Board order)
In respect of employees who are in receipt of F.P. the
same may be taken and pay fixed in the revised scale
as per the fixation of pay as mentioned in this Board
order.

[Signature]
for Secretary

KARNATAKA ELECTRICITY BOARD.

ANNEXURE-II

Statement showing the fixation of pay as per Board order No. KED/BPO.5/76-77 dated 12-3-77.

Old Grade:

New Grade:

Rs. 110-5-135-6-195

Rs. 385-15-430-20-530-25-630-30-660.

Pay + ad hoc as on 1.4.76.	PAY FIXED IN THE REVISED SCALE AT			
	Less than 5 Yrs.	5 Yrs & above but less than 10 Yrs.	10 Yrs & above but less than 15 Yrs.	15 Yrs. & above
120	430	430	450	450
123	430	450	450	450
125, 126	450	450	450	450
128, 130	450	450	450	470
131, 133	450	450	470	470
135, 136	450	470	470	470
138, 140	470	470	470	470
141, 143	470	470	470	490
145, 146	470	470	490	490
148	470	490	490	490
150, 151	510	510	510	530
154, 155, 157	510	510	530	530
160, 161, 163	510	530	530	530
166, 167	530	530	530	530
169, 172, 173	530	530	530	555
175, 178	530	530	555	555
179, 181	530	555	555	555
184, 185, 187 I 190, 191, 193 I	555	555	555	555
196, 197	555	555	555	580
199, 202, I 203 I	555	555	580	580
205, 208	555	580	580	580
209	580	580	580	580
211	605	605	605	630
215	605	605	630	630

upto

100

*In respect of employees who are in receipt of P.P. (as mentioned vide clause 3(i) of this Board order) the same may be added and per fixed in the revised scales as per fixation formula enumerated in this Board order.

[Handwritten Signature]
for Secretary.

[Handwritten Initials]

KARNATAKA ELECTRICITY BOARD

Statement showing the fixation of pay as per Board Order No. KEB/B.O.5/76-77 dated 12-3-77.

Old Grade:

No. 110-A-150 10-250

New Grade:

Rs. 385-15-430-27-530-25-630-30-780

PAY IN THE REVISED SCALE

Pay Ad hoc as on 1.4.1976	Less than 5 years	5 yrs. or more but less than 10 yrs.	10 yrs. or more but less than 15 years	15 years and above
120	430	430	450	450
123	430	450	450	450
126	490	450	450	470
128, 130	450	450	470	470
131	450	470	470	470
134, 136	450	470	470	470
138, 139	470	470	470	490
142	470	470	490	490
144, 146, 147	470	510	510	530
150, 152	510	510	530	530
154, 155, 158	510	530	530	530
160, 162, 163	510	530	530	530
166	530	530	530	555
170, 173	530	530	555	555
176	530	555	555	555
180, 183	530	555	555	555
186, 190, 193	555	555	555	580
196	555	555	580	580
200, 203	555	580	580	580
206	555	605	605	630
210	605	605	630	630
213, 216	605	630	630	630
220	605	630	630	630
223, 226	630	630	630	660
230	630	630	660	660
233	630	660	660	660
236	630	660	660	660
240, 243, 246)		660	660	660
250	660	660	660	690
253	660	660	690	690
256	660	660	690	690
260	660	690	690	690
263, 266, 270	690	690	690	690

(as mentioned vide clause 3(i) of this Board order) * In respect of employees who are in receipt of p.p. the same may be added and pay fixed in the revised scale as per fixation formula enumerated in this Board Order.

for Secretary.

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II

Statement showing the fixation of pay as per Board Order No. KER/BPO.5/75-77
Dated: 12-3-77.

Old Grade Rs. 130-10-220-12-280-15-295

New Grade Rs. 385-15-430-20-530-25-630-30-780

PAY IN THE REVISED SCALE

Pay + Adhoc as on 1-4-76*	Less than 5 years.	5 yrs. or more but less than 10 years.	10 yrs. or more but less than 15 years	15 years and above
140	470	470	470	470
143	470	470	470	490
146	470	470	490	490
150, 153	510	510	510	530
156	510	510	530	530
160, 163	510	530	530	530
166	530	530	530	530
170, 173	530	530	530	555
176	530	530	555	555
180, 183	530	555	555	555
186, 190, 193	555	555	555	555
196	555	555	555	580
200, 203	555	555	580	580
206	555	580	580	580
210	605	605	605	630
213, 216	605	605	630	630
220	605	630	630	630
223, 226	630	630	630	630
230	630	630	630	660
233	630	630	660	660
236	630	660	660	660
240, 242, 245, 248	660	660	660	660
252	660	660	660	690
254, 257	660	660	690	690
260	660	690	690	690
264, 266, 269, 272	690	690	690	690
276	690	690	690	720
278	690	690	720	720
281	690	720	720	720
284, 288, 290, 293	720	720	720	720
296	720	720	720	750
300	720	720	750	750
305	720	750	750	750
308, 311, 315	750	750	750	750

(As mentioned vide Board Order No. 5/75-77 of this Board order)
*In respect of employees who are not covered by the above scale and pay fixed in the revised scale as per fixation formula enumerated in this Board Order.

[Signature]
for Secretary.

MURMUKH ELECTRICITY BOARD:

ANNEXURE-II

Statement showing the fixation of pay as per Board Order No. 235/10.5/76-77 dated 12-3-77.

Old Grade:

New Grades:

Rs. 150-12-270-15-300

Rs. 385-15-430-20-530-25-630-30-780

Pay + Adhoc as on 1.4.76.	PAY IN THE REVISED SCALE			
	Less than 5 years.	5 Yrs. or more but less than 10 years.	10 Yrs. or more but less than 15 years.	15 years and above.
160-163	510	530	530	530
166	530	530	530	530
170-172	530	530	530	555
175-178	530	530	555	555
182	530	555	555	555
184-190	555	555	555	555
194-196	555	555	555	580
199-202	555	555	580	580
206-208	555	580	580	580
211	605	605	605	630
214	605	605	630	630
218-220	605	630	630	630
223-226	630	630	630	630
230	630	630	630	660
232-235	630	630	660	660
238	630	660	660	660
242-250	660	660	660	660
254-256	660	660	690	690
259	660	690	690	690
262-271	690	690	690	690
274	690	690	690	720
278	690	690	720	720

pto

KARNATAKA ELECTRICITY BOARD
ANNEXURE -II

Statement showing the fixation of pay as per Board Order No.KEB.
BPO,5/76-77 dated.12-3-77.

Old Grade:

New Grade:

Rs.130-7-200-8-240

Rs.415-15-430-20-530-25-630-30-720

Pay & Adhoc. as on 1-4-76. *	Pay in the revised scale			
	Less than 5 years.	5 years or more but less than 10 years.	10 years or more but less than 15 years.	15 years & above.
140	470	470	470	470
143	470	470	470	490
146,147	470	470	490	490
150,153	510	510	510	530
154,157	510	510	535	530
160,161	510	530	530	530
164,167,168	530	530	530	530
171	530	530	530	555
174,175,178	530	530	555	555
181,182	530	555	555	555
185,188,189,192	555	555	555	555
195,196	555	555	555	580
199,202,203	555	555	580	580
206	555	580	580	580
209	580	580	580	580
210	605	605	605	630
213,216	605	605	630	630
218,220	605	630	630	630
221,224,226	630	630	630	630
228,229	630	630	630	660
232,234	630	630	660	660
236,237	630	660	660	660
240 to 250	660	660	660	660
252,253	660	660	660	690
256	660	690	690	690
260	660	690	690	690

* In respect of employees who are in the category of 'A' of this Board order) added and pay fixed in the revised scale by the fixation formula enumerated in the Board Order.

for Secretary.

KARNATAKA ELECTRICITY BOARD

Statement showing the fixation of pay as per Board Order No. KEB/BPO:5/76-77 dated 12-3-77.

Old Grade:

New Grade

No. 150-9-195-10-265

No. 470-20-530-25-630-30-720

Pay + As hoc as on 1.4.1976*	PAY IN THE REVISED SCALE			
	Less than 5 years	5 yrs. or more but less than 10 yrs.	10 yrs. or more but less than 15 yrs.	15 yrs. and above
160-163	510	530	530	530
166	530	530	530	530
169-172	530	530	530	555
175-178	530	530	555	555
179-181	530	555	555	555
184-193	555	555	555	555
196-197	555	555	555	580
199-202	555	555	580	580
205-208	555	580	580	580
211-214	605	605	605	630
215	605	605	630	630
218	605	630	630	630
221-225	630	630	630	630
228-231	630	630	630	660
235	630	630	660	660
238	630	660	660	660
241-248	660	660	660	660
251	660	660	660	690
255	660	660	690	690
258-261	660	690	690	690
265-271	690	690	690	690
275	690	690	690	720
278	690	690	720	720
281	690	720	720	720
285-291	720	720	720	720
295-298	720	720	720	750
301	720	720	750	750
305	720	750	750	750

(as mentioned in Class 3(i) of this Board order)

NOTE *: In respect of employees who are in receipt of P.D., the same may be added and pay fixed in the revised scale as per fixation formula enumerated in this Board Order.

for Secretary.

KARUNAKA ELECTRICITY BOARD:

ANNEXURE-11

(Statement showing the fixation of pay as per Board order No.KEB/BPO.5/76-77 dated 12.3.77)

Old Grade 150-12-270-15-345
 New Grade 470-20-530-25-630-30-780-50-930.

Pay v Adhoc as on 1.4.76	PAY IN THE REVISED SCALE			
	Less than 5 years.	5 yrs. or more but less than 10 yrs.	10 yrs. or more but less than 15 yrs.	15yrs. and above
160 - 163	510	530	530	530
166	530	530	530	530
170 - 172	530	530	530	555
175 - 178	530	530	555	555
182	530	555	555	555
184 - 190	555	555	555	580
194 - 196	555	555	580	580
199 - 202	555	555	580	580
206 - 208	555	580	580	580
211	605	605	605	630
214	605	605	630	630
218 - 220	605	630	630	630
223 - 226	630	630	630	630
230	630	630	630	660
232 - 235	630	630	660	660
238	630	660	660	660
242 - 250	660	660	660	660
254 - 256	660	660	690	690
259	660	690	690	690
262 - 271	690	690	690	690
274	690	690	690	720
278	690	690	720	720
280 - 283	690	720	720	720
286 - 290	720	720	720	720
295 - 298	720	720	720	750
301	720	720	750	750
305	750	750	750	750
310 - 316	750	750	750	750
320	750	750	750	780
325 - 328	750	730	730	730
331 - 335	780	730	730	780
340	780	730	780	830
343 - 346	780	730	830	830
350	780	830	830	830
355 - 365	830	830	830	830

* Note: In respect of employees who obtain receipt of PP (as mentioned in clause 11.1 of this order) the same may be added and pay fixed with revised scale as per fixation formula enumerated in clause 11.2 of this order.

For Secretary.

KARNATAKA ELECTRICITY BOARD
ANNEXURE - II

Statement showing the fixation of pay as per Board Order No. KEB/HPO.5/76-77 dated: 12-3-77.

Old Grade: Rs. 190-10-250-12-310-15-355

New Grade: Rs. 510-20-530-25-630-30-780-50-980/1030

Pay + Adhoc as on 1-4-76*	PAY IN THE REVISED SCALE			
	Less than 5 years	5 yrs. or more but less than 10 years	10 yrs. or more but less than 15 years	15 years and above.
200 - 203	555	555	580	580
206	555	580	580	580
210	605	605	605	630
213 - 216	605	605	630	630
220	605	630	630	630
223 - 226	630	630	630	630
230	630	630	630	660
233	630	630	660	660
236	630	660	660	660
240 - 250	660	660	660	660
253	660	660	660	690
256	660	660	690	690
260	660	690	690	690
263 - 272	690	690	690	690
275	690	690	690	720
278	690	690	720	720
282	690	720	720	720
284 - 294	720	720	720	720
296	720	720	720	750
299 - 302	720	720	750	750
306 - 314	750	750	750	750
318 - 320	750	750	750	780
323	750	750	780	780
326	750	780	780	780
330 - 338	780	780	780	780
341	780	780	780	830
345	780	780	830	830
350	780	830	830	830
353 - 375	830	830	830	830

(as mentioned vide Clause 3(i) of this Board order)
* In respect of employees who are in receipt of PF, the same may be added and pay fixed in the revised scale as per fixation formula enumerated in this Board Order.

FOR SECRETARY.

KARNATAKA ELECTRICITY BOARD.

ANNEXURE-II

Statement showing the fixation of pay
as per Board Order No. KEB/BPO, 5/76-77
dated, 12-3-77.

<u>Old Grade:</u>	<u>New Grade</u>			
Rs. 250-16-330-18-420-20-500	Rs. 605-25-630-30-780-50-1030-60-			
				1150
<u>PAY IN THE REVISED SCALE</u>				
<u>Pay + Adhoc as on 1.4.76</u>	<u>Less than 5 years</u>	<u>5 yrs. or more but less than 10 years.</u>	<u>10 yrs. or more but less than 15 years.</u>	<u>15 yrs. and above.</u>
250	660	690	690	690
263-270	690	690	690	690
276	690	690	690	720
279	690	690	720	720
282	690	720	720	720
286-292	720	720	720	720
295-298	720	720	720	750
302	720	720	750	750
308-314	750	750	750	750
318	750	750	750	780
324	750	750	780	780
327	750	780	780	780
330-334	780	780	780	780
340	780	780	780	830
343-346	780	780	830	830
350	780	830	830	830
358-376	830	830	830	830
379	830	830	830	880
382	830	830	880	880
386	830	830	880	880
394-397	830	830	880	880
400	830	830	830	930
404	830	830	830	930

60 pts

1	2	3	4	5
412-436	830	930	930	930
440	830	930	930	930
450-460	830	930	930	930
470-473	830	930	930	1030
476	980	930	1030	1030
480	930	1030	1030	1030
490-496	1030	1030	1030	1030
500-520	1090	1090	1090	1090

(as mentioned vide Clause 3(i) of this Board order)
 *In respect of employees who are in receipt of P.P./
 the same may be added and pay
 fixed in the revised scale as per taxation
 formula enumerated in this Board Order.

[Handwritten Signature]

 for Secretary.

KARNATAKA ELECTRICITY BOARD:

ANNEXURE-II

Statement showing the fixation of pay as per Board Order No.KEE/DPO.5/76-77 dated 12-3-77.

Old Grade:

300 - 25 - 500

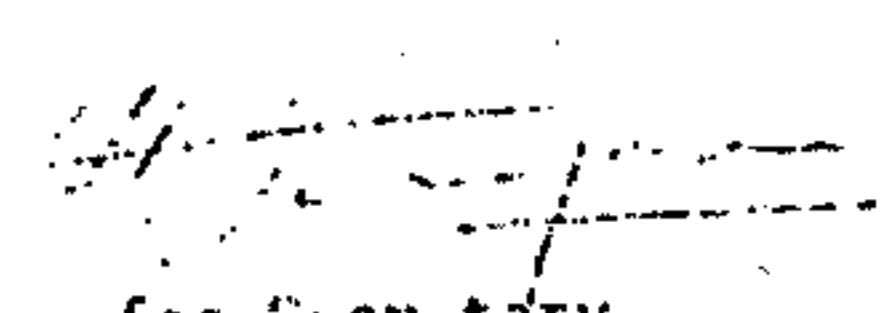
New Grade:

690-30-780-50-1030-60-1150

PAY IN THE REVISED SCALE

Pay + Adhoc as on 1-4-76 *	PAY IN THE REVISED SCALE	
	10 years or more but less than 15 years.	15 years and above.
Rs	Rs	Rs
310 } 313 } 316 }	750	750
320	750	780
335 } 338 }	780	780
341	780	830
345 to 370	830	830
385 to 395	880	880
410 to 435	930	930
438	930	980
441 to 466	980	980
470	980	1030
485 to 495	1030	1030
510 to 520	1090	1090

* (as mentioned vide Clause 3(i) of this Board order)
Note: In respect of employees who are in receipt of P.P./
the same may be added and pay fixed in the
revised scale as per fixation formula enumerated
in this Board order.


for Secretary.

KARNATAKA ELECTRICITY BOARD:

ANNEXURE-II

Statement showing the fixation of pay as per Board Order No.KEE/BPO.9/73-77 dated 12-3-77.

Old Grade: 325 - 25 - 550 New Grade 690-30-780-50-1030-60-1330

Pay # as on 1.4.76	PAY IN THE REVISED SCALE			
	Less than 5 years.	5 years or more but less than 10 years.	10 years or more but less than 15 years.	15 years and above.
325	750	780	780	780
350	780	830	830	830
375	830	830	830	830
400	880	880	880	930
425	930	930	930	930
450	980	980	980	980
475	980	980	1030	1030
500 525 550	1090	1090	1090	1090

* (as mentioned vide Clause 3(i) of this Board order)
NOTE: In respect of employees who are in receipt of PP/ the same may be added and pay fixed in the revised scale as per fixation formula enumerated in this Board order.

for secretary.

ANNEXURE- III

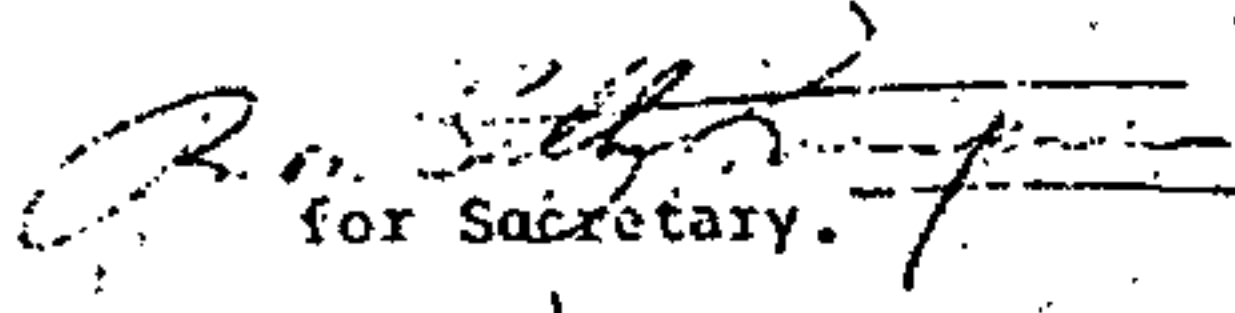
(Board order No.KEB/BPO.5/76-77
Dated. 12-3-1977).

Rates of House Rent Allowance

Areas	Basic pay range	* Rates of House Rent Allowance
I CITY AREAS		
A. Bangalore Urban Agglomeration-		
a) Bangalore City Corporation and Trust Board area.	Rs.1000 and below	10 per cent of the basic pay subject to a minimum of Rs.30 p.m.
b) H.A.L. Sanitary Board (Excluding H.A.L. Township)		
c) Devarajeevanahalli		
d) H.A.L. Township		
e) Jalahalli (Excluding H.M.T Township)		
f) H.M.T. Township		
g) I.T.I. (Dooravaninagar)		
h) B.E.L. Township		
i) Kadugondanahalli		
B.		
1. Hubli -Dharwar City -	Rs.1000 and below	5 per cent of the basic pay subject to a minimum of Rs.15 p.m.
2. Mysore City		
3. Mangalore Urban Agglomeration-		
(a) Mangalore		
(b) Ullal		
(c) Padavu		
(d) Kankanadi		
(e) Derebail		
4. Belgaum Urban Agglomeration-		
(a) Belgaum		
(b) Belgaum Cantonment		
5. Gulbarga City		
6. Bellary City		
7. Davangere City		
8. K.S.F. Urban Agglomeration-		
a) Kolar Gold Fields		
b) Robertsonpet		
9. Bijapur City		
10. Shimoga City		
11. Bhadravati Urban Agglomeration-		
(a) Bhadravati New Town Board		
(b) Bhadravati		
12. Gadag-Betgeri	Above Rs.1000	4 per cent of the basic pay subject to a minimum of Rs.50 p.m. and maximum of Rs.100 p.m.
13. Reichur		
14. Mandya		
15. Tumkur		
16. Hospet		
17. Bagalkot		
18. Hassan		
19. Bidar		
20. Chitradurga		

Areas	Basic pay range	Rates of House Rent Allowance
II. NON-CITY AREAS		
C. Places with a population of 25,000 and above.		
1. Kolar		
2. Chickmagalur		
3. Hanibennur		
4. Rabkavi Banahatti		
5. Doddaballapur		
6. Nippani		
7. Gargavati		
8. Harihar		
9. Yadgir		
10. Channapatna		
11. Ramanagaram		
12. Chamarajanagar		
13. Ilkal	Rs.1000 and below	2 per cent of the basic pay subject to a minimum of Rs.10 p.m.
14. Jamkhandi		
15. Gokak		
16. Udipi		
17. Chickballapur		
18. Kollegal		
19. Sirsi		
20. Karwar		
21. Sagar		
22. Koppal		
23. Chintamani		
24. Haveri		
25. Gulebgi		
26. Basavakalyan		
27. Dandeli		
D. Places with a population of less than 25,000	Workman in scales of pay 230-430, 300-465, 320-555, 340-630, 385-660 and 385-760	Rs.12/-p.m.

* The amount of allowance resulting in a fraction of a rupee shall be rounded off to the nearest multiple of five paise.


for Secretary.

KARNATAKA ELECTRICITY BOARD

READ:

Board order No.MSEB/A1.7282/69-70 dated 19th Feb.1970 revising the pay scales of the Class I and II officers of the Board as per the Annexure thereto with effect from 1st Jan.1970.

2. Board order No.MSEB/BPO.261/72-73 dated 20.3.73 according approval to grant adhoc increase in pay with effect from 1-4-72 as per the annexure thereto.

3. Board order No.MSEB/BPO.86/73-74 dated 8.3.74 according approval for the payment of interim relief at Rs.30/- per month to the employees drawing basic pay upto Rs.750/-per month with effect from 1st Oct.1973.

4. Board order No.MSEB/BPO.B16.753/76-77 dated 26.4.76 according approval for the payment of interim relief as per the annexure thereto/all the employees of the Board /to with effect from 1-4-1976.

5. Board order No.KEB/B16.5295/76-77 dated 8.12.76 according approval for the payment of half month's salary as on 1.12.76 subject to a maximum of Rs.250/- to the employees in service as on 1.12.1976 treating as an advance which will be adjusted against the dues, if any, that may become payable on the revision of pay scales.

6. Board order No.KEB/B16.5584/76-77 dated 9.12.76 according approval for the payment of half month's salary as on 1.12.76 subject to a maximum of Rs.250/- to the Junior Engineers in service as on 1.12.76 treating as an advance which will be adjusted against the dues, if any, that may become payable on the revision of pay scales.

ORDER NO.KEB/BPO.7/76-77

BANGALORE, DATED;9th JULY, 1977

Board is pleased to revise the pay scales to the officers/officials of the Karnataka Electricity Board as per Annexure-I appended to this order, subject to the following conditions:

Date of effect: The revised pay scales shall take effect from 1st April,1976.

2. The revised pay scales shall not apply in cases of the employees of the ex-licensee undertakings acquired by the Karnataka State Government under the Karnataka Electricity Supply Undertakings(Acquisition)Act,1974 the management of which has been entrusted to the Karnataka Electricity Board under Government Notification No.P.D 17 EIG 73 dated 18.12.1974.

3. Pay fixation and weightage

The initial pay of the officer/official to whom the revised scale of pay applies shall be fixed in the scale as on 1st April,1976 in the following manner:

- i) To the basic pay inclusive of personal pay, if any, which arose during the fixation of pay on revised scales of pay vide Board order No. Al.4276/71-72 dated 26.4.72 which is continued as a separate element as on 1.4.76 (inclusive of increment, if any, due on that date) in the existing scale add the Dearness allowance admissible as on 1st April, 1976 to such basic pay inclusive of personal pay if any, which arose during the fixation of pay vide Board order No. Al.4276/71-72 dated 26.4.72 which is continued as a separate element as on 1.4.76, the interim relief granted vide Board order No. BPO.86/73.74 dated 8.3.74 and the Interim relief in pay granted from 1.4.76 vide Board order No. BPO.816.753/76-77 dated 26.4.76 and the Adhoc increase granted vide Board order No. BPO.261/72-73 dated 20.3.73 if any, and the amount thus arrived constitutes the existing basic pay.

Note: For determining the existing basic pay the quantum of Dearness allowance and interim relief in pay to be merged in respect of officers/officials who are in receipt of Special pay shall be quantum of D.A. and interim relief in pay admissible on the basic pay including the Adhoc increase if any, but excluding the Special pay.

- ii) To this existing basic pay add 5% of the basic pay drawn by the officer/official in the existing (pre-revised) scale as on 1.4.1976 as weightage.

After adding the above weightage benefit, the revised basic pay shall be fixed in the revised scale effective from 1-4-1976 as follows:

- i) If the revised basic pay happens to be less than the minimum of the revised scale, it shall be fixed at the minimum of the revised scale.
- ii) If the revised basic pay happens to be one of the stages in the revised scale or is in between two stages of the revised scale, it shall be fixed at the next higher stage in the revised scale.

The pay may be fixed as per the Ready Reckoner enclosed to this order vide Annexure-II.

4. The probationers appointed on or after 1-4-1976 shall be started on the minimum of the revised time scale and the difference if any, between the existing emoluments and revised emoluments shall be protected which will be absorbed in future emoluments.

The Chief Controller of Accounts, KEB is authorised to sanction the weightage and to fix the pay of the officers as per this Board order. In the case of others, for sanctioning the weightage, and pay fixation the drawing officers are authorised to sanction the same. The Accounts Officers/Asst. Accounts Officers as the case may be (wherever the Accounts Officers are not provided to the respective Division) will check the pay fixation statement cent per cent before forwarding the same to the concurrent audit.

5. Increments after pay fixation on 1-4-1976:

In the case of an officer/official who but for fixation of his pay in the revised scale would have earned an increment/stagnation increment in the existing scale in the usual course subsequent to 1st April, 1976 but on or before 31.3.1977 his pay in the revised scale shall, if advantageous to him be refixed from the date of his earning such increment in accordance with the aforesaid pay fixation formula.

6. Dearness allowance:

There shall be no Dearness allowance in addition to the pay admissible in the revised scales of pay effective from 1-4-1976.

7. House Rent Allowance:

The House Rent Allowance will be paid with effect from 1-4-1976 as per the Annexure-III appended to this order.

8. City Compensatory Allowance:

The City Compensatory allowance will be paid with effect from 1-4-1976 as per Annexure-IV appended to this order.

9. Allowances:

Allowances as indicated below shall be paid with effect from 1-4-1976 to the officers/officials subject to their complying with the rules and regulations of the Board and their being eligible thereto as per the existing rules.

1. Shift allowance:

Shift allowance will be paid at 4½ (four and half per cent) on the pay subject to the minimum of 75 (seventy five) paise per evening/night shift.

2. Conveyance allowance:

Bicycle allowance will be paid at Rs.15/- (fifteen) per month and Scooter/Motor cycle/Moped allowance will be paid at Rs.60/- (sixty) per month.

3. Construction allowance:

Construction allowance will be paid at the rate of 12(twelve) or 6(six) per cent of pay wherever the same is admissible as per the existing rules at 20(twenty) or 10(ten) per cent respectively.

4. Special Locality allowance:

Special Locality allowance at 12(twelve) per cent of pay will be paid at Jog and at 6(six) per cent of pay at Sivasamudram, Shimshapura and Munirabad subject to a maximum of Rs.150/- (One hundred and fifty) per month in either case.

5. The Senior Personal Assistants who are in receipt of Special pay of Rs.75/- (Seventy five) per month will be continued to be paid this Special pay which shall be purely personal to them and the special pay will cease from the date of their vacation of the posts.

6. All other allowances/Special pay which are now being admitted by the Board will continue to be admitted at the same quantum, subject to the officer/official complying with the rules and regulations of the Board regarding grant of that particular allowance/Special pay and they being eligible thereto as per the existing rules.

10. The payments already made by way of pay and allowance in respect of period for which the revision is made shall be adjusted.

11. The advance made vide Board order No.KEE/B16.5295/76-77 dated 8.12.76 and Board order No.KEE/B16.5594/76-77 dated 9.12.76 should be adjusted out of the arrears payable.

By order,

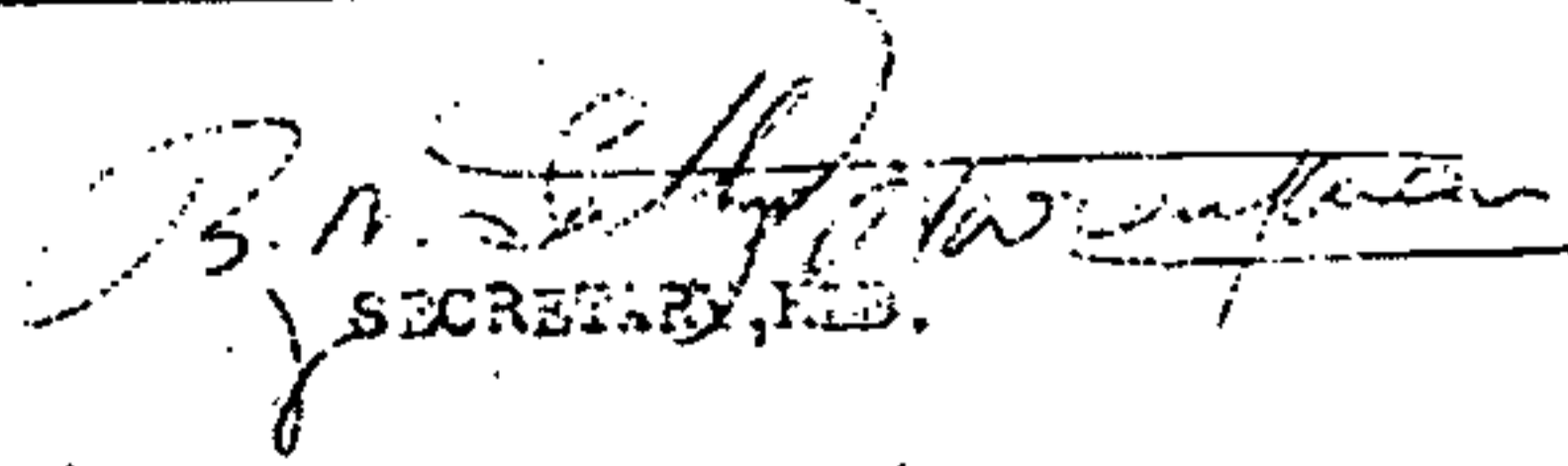
A. R. Chandrashekar
(A. R. Chandrashekar)
SECRETARY.

To
All the Chief Engineers, Electricity, KEB
The Chief Controller of Accounts, KEB, Bangalore
The Controller of Accounts, (South) & (North) KEB
All the Superintending Engineers, Elecl., KEB
The Managing Director, MPC Limited, Bangalore
The Chief Engineer, Elecl, MPC Limited, Bangalore/Jog
The Electrical Inspector to Government, Bangalore
The Superintending Engineer, El, IBHE Scheme, IB Dam
All the Executive Engineers, Elecl., KEB
All the Dy-Controller of Accounts, KEB
All the Accounts Officers, Internal Audit, KEB
The Superintendent of Police (V) KEB, Bangalore
All Officers Board Secretariat
All Asst. Accounts Officers, Bd. Sectt
PAs to CM/FM/TM/Secretary/ Addl. Secretary.
The Secretary, KEB Engineers' Association, Bangalore.
The Secretary, KEB Accounts Officers' Association, Bangalore
The General Secretary, KEB Employees' Union, Bangalore.

ANNEXURE - I

(Board Order No. KEB/BPO.7/76-77 dt.9th July 1977)

Sl.No.	Designation	Existing Scale	Revised Scale	
			Pay during period of probation of directly recruited candidates	For promotions and after probation in respect of directly recruited candidates.
1.	Chief Engineer, Electricity (General)	1800-100-2000	Does not arise	2,500/- (fixed)
2.	Chief Engineer, Electricity	1600- 50-2000	-do-	2000-100 2500
3.	Superintending Engineer (Elect)	1100- 50-1600	-do-	1525-75-1900- 100-2100
4.	Executive Engineer(EI)	750-40-950-50- 1250	-do-	1300-75-1900- 100-2000
5.	Assistant Engineer(EI)	400-30-550-EB- 40-750-50-950	800/-	850-50-1000- 60-1300-75- 1675
6.	Junior Engineer (EI)	325-25-550	690/-	720-30-780-50- 1030-60-1330- 75-1405
1.	Controller of Accounts	1100-50-1600	Does not arise	1525-75-1900- 100-2100
2.	Dy. Controller of accounts	750-40-950- 50-1250	-do-	1300-75-1900- 100-2000
3.	Accounts Officers	450-30-600-EB- 40-800-50-950	-do-	900-50-1000- 60-1300-75- 1750
4.	Asst. Secretary (Personnel)	450-30-600-EB- 40-800-50-950	-do-	900-50-1000- 60-1300-75- 1750
5.	Labour & Welfare Officer	275-20-375-25-550	-do-	660-30-780- 50-1030-60- 1330
6.	Asst. Accounts Officers	300-20-380-25-505- 30-655	690/-	720-30-780- 50-1030-60- 1330-75-1405
7.	Senior Personal Assistants	300-20-380-25- 505-30-655	Does not arise.	720-30-780- 50-1030-60- 1330-75- 1405


SECRETARY, K.E.B.

Superintending Engineers/Controller of Accounts

Old Scale:

1100-50-1600

1000

1140

1200

1250

1300

1350

1400

1450

1500

1550

1600

Revised Scale:

1525-75-1900-100-2100

1675

1675

1750

1825

1825

1625

1900

2000

2000

2100

2100

Chief Engineers

1600-50-2000

1500

1650

1700

1750

1800

1850

1900

1950

2000

2000-100-2500

2100

2200

2200

2300

2300

2400

2400

2500

2500

B. N. Sanyal
for Secretary, K.S.E.

bc/-

0114

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II to

B.O.No. KEB/EPO.7/76-77, Dated: 9-7-1977.

Accounts Officers, Asst. Secretary(Personnel)

Existing Scale

450-30-600-EB-40-800-50-950

Revised Scale

900-50-1000-60-1300-75-1750

Pay

450
480
510
540
570
600
640
680
720
760
800
850
900
950

Pay to be fixed

950
1000
1060
1060
1120
1120
1180
1240
1300
1300
1375
1450
1450
1525

-o-o-

Executive Engineers / Dy. Controller of Accounts

750-40-950-50-1250

750
790
830
870
910
950
1000
1050
1100
1150
1200
1250

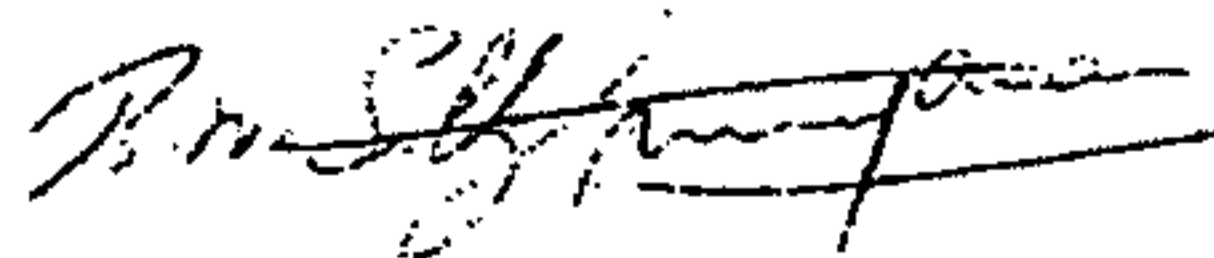
1300-75-1900-100-2000

1300
1375
1375
1450
1450
1525
1600
1600
1675
1675
1750
1825

-o-o-

...2/-

0115



KARNATAKA ELECTRICITY BOARD

ANNEXURE-II to

B.O.No. KER/BPO.7/76-77, Dated: 9-7-1977.

Assistant Engineers,

Old Scale: 400-30-550-RB-40-750-50-950 Revised Scale: 850-50-1000-60-1300-75-1675

<u>Pay</u>	<u>Pay to be fixed</u>
400	900
430	950
460	1000
490	1060
520	1060
550	1060
590	1120
630	1180
670	1240
710	1300
750	1375
800	1375
850	1450
900	1450
950	1525

B. V. Subhakarapur
for Secretary, K.E.B.

ec/-

0116

ANNEXURE TO B.O.NO.KEB.BPO.7/76-77 dt.9th July 1977.

LABOUR WELFARE OFFICER

Old Scale: 275-20-375-EB-25-550 Revised Scale: 650-30-750-
50-1030-50-1330

<u>Pay</u>	<u>Pay to be fixed</u>
275	690
295	720
315	750
335	780
355	830
375	830
400	880
425	930
450	980
475	1030
500	1090
525	1090
550	1090

B. N. Sathyanarayanan
For SECRETARY, KEB.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II to

B.O.No. KEB/BFO.7/76-77 Dated: 2-7-1977.

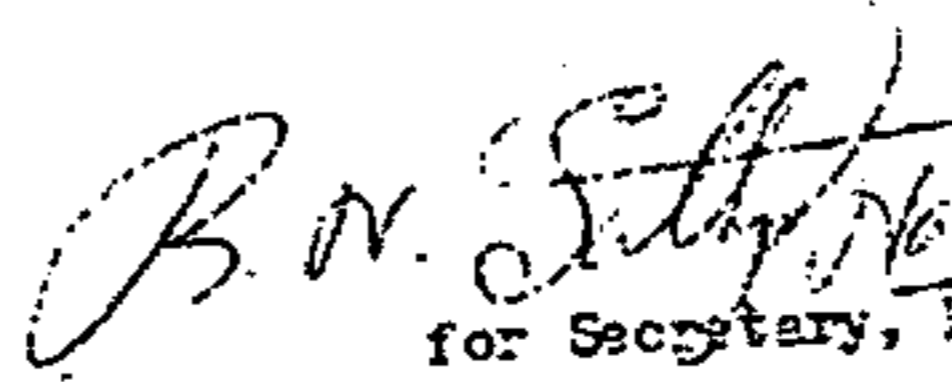
Junior Engineers (Graduates)

Old Scale: 325-25-550.

Revised Scale: 720-30-780-50-1030-
60-1330-45-1405.

<u>Pay</u>	<u>Pay to be fixed</u>
325	750
350	830
375	830
400	830
425	830
450	930
475	930
500	1030
525	1090
550	1090

-000-


for Secretary, K.E.B.

gc/-

0118

ANNEXURE II to B.O.NO.KER/BPO-7/76-77 dt.8th July 1977

Assistant Accounts Officers and
Senior Personal Assistants.

<u>Old Scale</u>	<u>Revised Scale</u>
300-20-320-25-505-30-655	720-30-780-50-1030-60-1330- 75-1405
<u>Pay range inclusive of ad-hoc.</u>	<u>Pay to be fixed</u>
310 - 320	750
330 - 340	780
350 - 380	830
390 - 400	880
415 - 443	930
465 - 475	980
490 - 496	1030
515 - 585	1090
605 - 615	1150
635 - 675	1210

B. N. Sathy Narayanan
For SECRETARY, M.B.

ANNEXURE-III
(Board order No. KEB/BPO.7/76-77
Dated: 9th July, 77)

Rates of House Rent Allowance

Areas	Basic pay range	*Rates of House Rent Allowance
I CITY AREAS		
A. Bangalore Urban Agglomeration-		
a) Bangalore City Corporation and Trust Board area.	Rs. 1000 and below	10 per cent of the basic pay subject to a minimum of Rs. 30 p.m.
b) H.A.L. Sanitary Board (Excluding H.A.L. Township)		
c) Devarajeevanahalli		
d) H.A.L. Township		
e) Jalahalli (Excluding H.M.T. Township)		
f) H.M.T. Township		
g) I.F.1 (Dooravaninagar)		
h) B.E.L. Township		
i) Kadugondanahalli		
B.		
1. Hubli-Dharwar City -	Above Rs. 1000	8 per cent of the basic pay subject to a minimum of Rs. 100 p.m. and maximum of Rs. 250 p.m.
2. Mysore City		
3. Mangalore Urban Agglomeration-		
(a) Mangalore		
(b) Ullal		
(c) Padavu		
(d) Kankanadi		
(e) Derebail		
4. Belgaum Urban Agglomeration-		
(a) Belgaum		
(b) Belgaum Cantonment		
5. Gulbarga City		
6. Bellary City		
7. Davangere City		
8. K.G.F. Urban Agglomeration-		
a) Kolar Gold Fields		
b) Robertsonpet		
9. Bijapur City		
10. Shimoga City		
11. Bhadravathi Urban Agglomeration-		
(a) Bhadravathi New Town Board		
(b) Bhadravathi		
12. Gadag-Betgeri		
13. Raichur		
14. Mandya		
15. Tumkur		
16. Hospet		
17. Bagalkot		
18. Hassan		
19. Bidar		
20. Chitradurga		

Areas	Basic pay range	* Rates of House Rent Allowance
II. NON-CITY AREAS		
C. Places with a population of 25,000 and above.		
1. Kolar	Rs.1000 and below	2 per cent of the basic pay subject to a minimum of Rs.10 p.m.
2. Chickmagalur		
3. Ranibennur		
4. Pakkavi Banahatti		
5. Doddaballapur		
6. Nippani		
7. Gangavati		
8. Harihar		
9. Yadgir		
10. Channarayana		
11. Ramanagara		
12. Channarayana		
13. Ilkal		
14. Jamkhandi		
15. Gokak		
16. Udipi		
17. Chickballapur		
18. Kollegal		
19. Sirsi		
20. Karwar		
21. Sagar		
22. Koppal		
23. Chintamani		
24. Haveri		
25. Guledgud		
26. Basavakalyan		
27. Dandeli		

* The amount of allowance resulting in a fraction of a rupee shall be rounded off to the nearest multiple of five paise.

B. N. Sathyanarayana
for Secretary.

ANNEXURE - IV

(Board Order No. KEB/BRO. 7/76-77
Dated. 2-7-1977)

Rates of City Compensatory Allowance

City Areas	Basic pay range	* Rates of City Compensatory allowance
I. Bangalore Urban Agglomeration -		
(a) Bangalore City Corporation and Trust Board area	Rs. 500 and below	5 per cent of the basic pay
(b) HAL Sanitary Board (Excluding HAL Township)	Above Rs. 500 but not exceeding Rs. 1060	4 per cent of the basic pay subject to a minimum of Rs. 25 p.m and maximum of Rs. 40 p.m.
(c) Devarajeevanahalli		
(d) H. A. L. Township		
(e) Jalahalli (Excluding H.M.T Township)		
(f) H. M. T. Township		
(g) I. T. I (Dooravaninagar)		
(h) B. E. L. Township		
(i) Kadugondanahalli		
II. 1. Hubli-Dharwar City 2. Mysore City 3. Mangalore Urban Agglomeration -		
(a) Mangalore (b) Ullal (c) Padavu (d) Kankanadi (e) Derebail	Rs. 1060 and below	2½ per cent of the basic subject to a maximum of Rs. 25 per month.
4. Belgaum Urban Agglomeration -		
(a) Belgaum (b) Belgaum Cantonment		
5. Gulbarga City		
6. Bellary City		
7. Davangere City		
8. K. G. F. Urban Agglomeration -		
(a) Kolar Gold Fields (b) Robertsonpet		
9. Bijapur City		
10. Shimoga City		
11. Bhadravati Urban Agglomeration -		
(a) Bhadravati New Town Board (b) Bhadravati		

* The amount of allowance resulting in a fraction of a rupee shall be rounded off to the nearest multiple of five paise.

[Signature]
for Secretary

READ: 1. B.O. No. MSEB/BPO 25/73-74 dt. 11-7-73 according approval among other things for the payment of Ex-gratia amount of Rs. 200/- to members of the bereaved family of an employee who dies while in service who was drawing pay in scales the maximum of which does not exceed Rs. 650/-

2. B.O. No. KEB/BPO. 5/76-77 dated 12-3-77 revising the pay scales of workmen with effect from 1-4-76.

3. Letter No. A/AOE/AAO-1/4996 dt. 14-5-77 proposing to extend the concession to the employees drawing pay in scales the maximum of which does not exceed Rs. 1330/- consequent on the revision of pay scales.

ORDER No. KEB/B-16/1295/77-78 BANGALORE 30-6-77

Board is pleased to approve that the concession granted under item 2 of the Board Order No. MSEB/BPO. 25/73-74 dated 11-7-73 cited above be extended to the employees drawing pay in scales the maximum of which does not exceed Rs. 1330/- consequent to the revision of pay scales. This will be effective from 1-4-1976.

By Order,
Sd/- for Secretary

No. KEB/B16/B5: 1219/76-77

Dated : 6th Dec., 1977

CORRIGENDUM

In the operative portion of the Board order No. KEB/B5. 1219/76-77 para 3 may be replaced by the following :

“3. In the case of employees recruited prior to 30-9-74 and who have completed the probation by passing the prescribed departmental examinations subsequent to 1-1-1974, the annual increments accrued during the period from 1-1-74 to 31-12-75 be sanctioned and financial benefit restored.”

By Order.
Sd/- Secretary

Lr No. KEB/BPO. 9/76-77

Dated : 24-12-77

Sub : Revision of pay scales - Board Order

No. KEB/BPO. 5/76-77 dated 12-3-77 - Clarification.

With reference to para 8 of your letter No. AOE/Sn/5370 dated 25-3-77 relating to the pay fixation of Selection grade Junior Assistants/Typists and others, I am directed to state that your contention that the Selection grades are inoperative with effect from 1-4-76 is not correct. Hence, the pay of the employees who were working in the Selection grades prior to 1-4-76 may be refixed under the provisions of the Board order No. KEB/BPO. 5/76-77 dated 12-3-77 on the date of their increment in the selection grade.

Yours faithfully,
Sd/- Secretary

READ : Order No. KEB/BPO 5/76-77 dated 12th March, 1977 approving the revision of pay scales of the workmen who have been appointed to the various posts against the promotion quota or who have successfully completed the probationary period in cases of appointment against direct recruitment quota as per Annexure enclosed thereto, with effect from 1-4-1976, subject to the terms and conditions stipulated therein.

2. Memorandum of settlement dated 9th February, 1978 with Karnataka Electricity Board Employees' Union (Reg. No. 659).

Order No. KEB/BPO.5/76-77, Bangalore, Dated : 9th February, 1978.

In partial modification to Board Order No. KEB/BPO.5/76-77 dated 12-3-1977 approval is accorded to revise the scale of pay of Junior Engineer (Non-graduate) to,

Rs. 690/720 30-780-50-1030-60-1330-75-1405 with effect from 1-4-1976 subject to the condition that this scale will not be elongated in respect of a Junior Engineer (Non-graduate). The terms and conditions stipulated in the Board Order dated 12-3-1977 shall hold good except for the above modification.

By Order
Sd/- Secretary

READ : Board Order No. KEB/BPO.5/76-77 dated 12-3-1977 approving the revision of pay scales of the workmen.

2. Board Order No. KEB/BPO.5/76-77 dated 22-4-1977 issuing certain clarification on the revision of pay scales of workmen.

Board Order No. KEB/BPO.5/76-77 Bangalore, Dated . 22nd February, 1978.

Further to Board Order dated 22-4-1977 cited at (2) above, Board is pleased to order as follows in respect of item No. 8 of the said Board Order.

Pay of the workmen recruited during the period of 1-4-1976 to 7-3-1977 may be fixed in the revised scales at the stage next lower to the total emoluments drawn by them by way of pay D.A., Ad-hoc increase, interim Reliefs, the difference being treated as personal pay to be absorbed in future increase of pay.

HRA/CCA and other allowances should be excluded for the purpose of calculating the total emoluments drawn by the employee.

The directions issued in note to para 3 (i) of Board Order No. KEB/BPO.5/76-77 dated 12-3-1977 should be followed while fixing the pay of the above employees in the revised scale.

By Order
Sd/- Secretary

READ : Board Letter No. MSEB/BPO. 10/73-74 dated 4-9-73 addressed to the Chief Controller of Accounts, Bangalore to regulate the payment of gratuity in accordance with the payment of Gratuity Act 1972 with effect from 16-9-72 in case of men borne on temporary time rolls/work charged establishment and maintenance establishment not governed by the BESRS.

2. Board Order No. KEB/BPO-10/73-74 dated 4-5-1974 authorising Superintending Engineers (EI) to sanction gratuity claims of the TTR and workcharged Establishment men after verification and authorisation by the Chief Controller of Accounts.

3. Letter No. RAO/EB/B.31/74-75/15 dated 6-6-74 from the Resident Audit Officer, KEB, Bangalore suggesting to maintain service particulars of the TTR employees governed by the payment of Gratuity Act in order to verify the correctness of the claims

4. Letter No. PF/3097 dated 2-11-74 of the controller of Accounts (South) Bangalore stating that the service registers in the same form now prescribed for Regular and maintenance and workcharged employees can be opened in respect of employees borne on temporary time rolls.

5. Board Secretariat Note dated 26-5-77.

Order No. KEB/BPO. 10/73-74 Bangalore dated : 22nd February, 78.

Approval is accorded to open service registers in respect of time roll employees in the same form now prescribed for Regular/Maintenance/Workcharged Establishment employees and record therein the service particulars of each TTR employee from the date of appointment and to continue to record the subsequent service under Workcharged, maintenance Establishments etc. in the same service register.

Necessary amendments to service Regulations and Accounts Manuals will issue separately.

By Order
Sd/- Secretary

READ : Board Order No KEB/BPO.5/76-77 dated 12-3-77 approving revision of pay scales for the workmen with effect from 1-4-1976.

2. Board Order No. KEB/BPO 5/76-77 dated 22-4-77 clarifying the application of the revision of pay scale and allowances etc. to the workmen on probation as detailed thereto.

3. Letter No. KEBEU/16/77 dated 27-9-77 from the General Secretary, KEB Employees' Union, pointing out that certain anomalies have arisen while implementing the revision of pay scale with effect from 1.4.76 and requesting to set right the same.

4. Memorandum of settlement dated 23.3.1978.

Order No. KEB/BPO.5/76-77.

Bangalore. dated 3rd April, 1978

The following are approved :

1. In the case of employees working in the lower posts who are appointed to the higher posts before 1.4.76, which are in the "Direct line of promotion", the services

rendered in the lower posts be taken into account for the purpose of allowing weightage in the revised pay scales of 1976. But in the cases of employees while working in the lower posts and appointed to higher posts before 1-4-76 against direct recruitment vacancies which are not in the "Direct line of promotion", the services rendered in the lower posts shall not be taken into account for the purposes of allowing service weightage in the revised pay scales of 1976.

2. (a) In cases where a group of employees are promoted before 1.4.76 in one and the same order and among the group of employees so promoted if a junior employee who reports for duty later and he is drawing the same stage or lower stage of pay (in the pre-revised pay scale of 1986) in the lower grade, were to draw more pay than a senior employee who reports earlier, the pay of such senior employee be stepped up to the pay equal to the pay of the junior employee, if the anomaly is not rectified even after the second stage fixation, if any, and the increments to the senior employee be made effective with reference to the date of increment of the junior employee on stepping up of the pay of the senior employee.

2. (b) In cases where a group of employees are promoted before 1-4-76 in one and the same order and among the group of employees so promoted, if a junior employee reports for duty earlier and if a senior employee were to draw less pay in the promoted grade than his junior who was in the same or lower stage of pay (in the pre-revised pay scales of 1976) the pay of such senior employee be stepped up to the pay of his junior, if the anomaly is not rectified even after the refixation of pay in the revised scale of pay 1976, if any and increment to the senior employee be made effective with reference to the date of increment of the junior employee on stepping up of the pay of the senior employee provided further that the delay in reporting for duty by the senior is purely due to administrative reasons and the delay in relieving the senior employees was not at the instance of the employee.

Note: In case of alteration in the seniority at a later date among the group of employees referred to above, the stepping up of pay referred to above, be revised and the excess pay and allowances, if any, allowed, be recovered.

The above will be in partial modification to para 3 of the Board Order No. KEB/BPO.5/76-77 dated 12.3.77

3. To replace the existing Para 5 of the operative portion in Board Order No. KEB/BPO.5/76-77 dated 12-3-77. by the following.

5. Increment after pay fixation on 1-4-76 : In case of a workman who but for fixation of his pay in the revised scale would have earned an increment/stagnation increment in the existing scale in the usual course subsequent to 1.4.76 but before 1.4.77 his in the revised scale shall, if advantageous to him be refixed from the date of his earning

such increment in accordance with the aforesaid pay fixation formula taking into account the total length of service rendered by the workman on the date of his earning such increment in the pre-revised scale of 1976 for the purpose of allowing the weightage benefit as contemplated under item (a) to (d) in Para 3(ii) supra.

By Order
Sd/- Secretary

Lr. No. KEB/B4/5817/77-78 dt. 1st August 1978.

Sub :- Sanction of increments to M/E Men who acquire the knowledge in reading and writing Kannada.

Ref :- 1) Your letter No. A/AOE/EA4/11438-41 dt. 14-7-1977.

2) B.O. No. A1/4921/73-74 dt. 31.12.1973.

With reference to the correspondence ending with your letter No. A/AOE/EA4/37780 dt. 13.3.1978, on the above subject, I am directed to clarify that the increments withheld as per B.O. No. KEB/A1/4921/73 74 dated 31.12.1973 in respect of Maintenance Establishment men may be released only from the date they are certified to have acquired the knowledge of reading and writing Kannada and not from the date of the increment withheld.

Lr. No. A/AOE/EA-1/Cys.509/78-79 dt. 31-3-1979

Sub : Grant of Additional Increment to Assistant Engineers, El., during probationary period.

Ref : 1. Your Lr. No. BCO 1/F20/25080/9-12-1978,

2. Your Lr. No. BCO 1/F20/28466/20-1-1979.

With reference to your Letters referred to above, I write to state that the benefit of additional increment sanctioned in Board order No. KEB/B16/B5/3416/75-76 dated 26-10-1978, is to be sanctioned to the employees irrespective of whether during the probationary period or after the completion of the probationary period, without prejudice to their normal increment. However the benefit of Additional Increment to the Employees who have passed the prescribed Departmental Examination and Kannada Language Test held prior to 21-1-1977, but results announced after 22-1-1977, shall be allowed from the date following the last day of examination and in respect of those who have passed the prescribed Departmental Examination and Kannada Language test held after 22-1-1977, the benefit shall be allowed from the date of announcement of the results.

Chief Engineer, El.
(General)

Board Lr. No. KEB/BPO-18/77-78 dt. 7-4-78

Sub : B.O. No. BPO.7/76-77 dated 9-7-1977 fixation of pay of probationary Asst. Executive Engineer (El.)

Ref : CEE(G.)letter No. A/AOE/EA1/15343 dated 20-8-77 and 26427 dated 18-11-77.

With reference to the above, I am directed to clarify that the para 4 of the Board Order No. KEB/BPO.7/76-77 dated 9-7-1977 applies to cases of probationers appointed during the period from 1-4-76 to 8-7-1977 and in respect of those who are appointed on or after 9-7-1977, the probationary pay as indicated in annexure-1 of the above Board Order may be paid.

READ : B.O No. KEB/BPO.5/76-77 dated 12-3-77 according approval for the revision of pay scales of the Workmen who have been appointed to the various posts against the promotion quota or who have successfully completed the probationary period in cases of appointment against direct recruitment quota with effect from 1-4-76 as per the Annexure-1 thereto subject to the conditions enumerated in the said Board Order.

2. Board Order No. KEB/BPO.7/76-77 dated 9-7-77, according approval for the revision of pay scales to the Officers/Officials of Karnataka Electricity Board with effect from 1-4-76 subject to the conditions enumerated therein.

3. G.O. No. FD 16 SRP 77 dated 3-10-77 according approval for the revocation of option exercised under Rule 42-B of KCSRS in certain cases of promotions prior to 1-1-77.

4. B.O. No. KEB/B-5-4783/77-78 dated 24-7-78, according approval for the adoption of the G.O. No. FD 16 SRP 77 dated 3-10-77 and further directing that in the types of cases referred to in Para 1 of the said Government Order the Board Employees who have been promoted prior to 1-4-76 may revoke the option already exercised by them.

5. U.O. Note No. 295 dated 11-9-78 of the Chief Controller of Accounts in the matter.

6. Board Secretariat Note dated 20-1-79.

Order No. KEB.B5-4783/77-78 Bangalore Dated 17th Feb., 79.

Further to Board Order No. B5/4783/77-78 dated 24-7-78, the Board is pleased to order that the Board employees (Workmen, Officers/Officials) who were promoted to higher grade between 1-4-76 and 12-3-77, 9-7-77 may also revoke, within a period of two months from the date of this order the options already exercised by them, under rule 42 b(2) of KCSR if the fixation of pay is advantageous to them.

The above provision may be circulated amongst all the employees for their information.

By Order
Sd/- Secretary

READ : Board order No. KEB/BPO.5/76-77, dated 12-3-77, according approval for the revision of pay scales of the workmen who have been appointed to the various posts

against the promotion quota or who have successfully completed the probationary period in cases of appointment against direct recruitment quota with effect from 1-4-76 as per the Annexure-I thereto, subject to the conditions enumerated in the said Board order.

2. Board order No. KEB/BPO 7/76-77 dated 9-7-77 according approval for the revision of pay scales to the officers/officials of KEB with effect from 1-4-76 subject to the conditions enumerated therein.

3. Government order No. FD 16 SRP 77 dated 3-10-77 according approval for revocation of option exercised under Rule 42-B of KCSRs in certain cases of promotion prior to 1-1-77.

4. Board order No. KEB/B5. 4783/77-78 dated 24-7-78 according approval for the adoption of the Government order No. FD 16SRP 77 dated 3-10-77 and further directing that in the types of cases referred to in Para 1 of the said Government order the Board employees who have been promoted prior to 1-4-76 may revoke the option already exercised by them.

5. Board order No. KEB/B5.4783/77-78 dated 17-2-79 according approval to the Board employees (workmen, officers/officials) who were promoted to higher grade between 1-4-76 and 12-3-77/9-7-77 to revoke, within a period of 2 months from the date of this order their options already exercised by them under Rule 42.(b) (2) of KCSRs if the fixation of pay is advantageous to them.

6. Correspondance resting with letter No. A/AOE/EA.3/4775-77/9-2-78 of the Chief Engineer, Electricity (GI). KEB, requesting among other things the approval of the Board for revocation of options exercised by the officials under 42(b) (1) of KCSRs.

Order No. KEB/B16.3754/77-78

Bangalore, Dated : 2-7-1979

The Board is pleased to order that the Board employees (workmen/officers/officials) who were promoted to higher grades between 1-4-75 and 12-3-77/9-7-77 and have opted to Rule 42 (b) (i) of KCSRs / where no option has been exercised, may now revoke/exercise option to Rule 42 (b) (2) of KCSRs, within a period of two months from the date of this order, if the fixation of pay under revised pay scales as per Board orders cited at para 1 and 2 above, is advantageous to them.

The above provision may be circulated amongst all the employees for their information.

By Order
Sd/- Secretary

READ : Board Order No. KEB/BPO.5/76-77 dt. 12-3-1977 revising the pay scales of Workman.

2) Board Order No. KEB/BPO.5/76-77 dt. 22-4-1977 issuing certain clarifications on the revision of pay scales of workmen.

3. Board Order No. KEB/BPO.5/76-77 dt. 22-2-1978 issuing orders that the pay of the workmen recruited during the period from 1-4-1976 to 7-3-1977 has to be fixed in the revised scale at the stage next lower to the total emoluments drawn by him by way of pay, D.A., Adhoc increase, interim Reliefs the difference being treated as Personal Pay absorbable in future increases of pay.

4. Representation of Shri S.R. Salimath, Junior Engineer, Elecl., KEB., Mangalore stating that on his promotion as junior Engineer, Elecl. in May 1976 there has been a reduction in his emoluments under revision of pay scales and hence requesting to protect the emoluments he was drawing prior to revision of Pay Scales etc.

5. The Chief Controller of Accounts: U.O. Note No. 391 dt. 5-11-1979 on the subject.

Board Order No. KEB/B16/4455/77-78 Bangalore, Dated 30th Aug. 1980

Board is pleased to order as follows :

Pay of the Workmen promoted during the period from 1-4-1976 to 7-3-1977 shall be fixed in the revised scales at the stage next lower to the total emoluments drawn by them prior to revision of pay scales by way of pay, D.A., Adhoc, Interim Reliefs the difference being treated as personal pay to be absorbed in future increase of pay.

The above formula may be adopted, in cases where the pay fixation done in accordance with the pay revision order cited at Para (1) above is not beneficial in respect of above workmen.

An example is worked out at Annexure appended to this order for guidance.

By order
Sd/- Secretary

ANNEXURE to Board Order No. KEB/B16/4455/77-78 dt.

The pay of an Operator drawing Rs. 158/- p.m. on 1.5.1975 in the pre revised scale of Rs. 130-240 on promotion as Junior Engineer, Elecl. in the Grade of Rs. 250-500 with effect from 6-5-1976 was fixed at Rs. 250/- p.m. being the minimum of the pre-revised scale. He was drawing the emoluments prior to the application of the revised pay scales as follows :

Pay	Rs 250-00
Adhoc	16-00
Interim Relief . I	30-00
do . II	35-00
D.A.	321-00
Total :	Rs. 652-00

Whereas he would be fixed at Rs. 605/- in Gr. 605-1150.

Therefore his pay shall be fixed as per the above Board Order as follows under revised pay scales of Rs. 605-1150.

Rs. 630 + 22 p.p.	from 6-5-1976	Rs. 660/-	from 1-5-1977
Rs. 690/-	from 1-5-1978	Rs. 720/-	from 1-5-1979 and so on.

By order
Sd/- Secretary

READ : Board order No. KEB/BPO.5/76-77 dated 12th March, 1977 revising the pay scales of the workmen of KEB with effect from 1-4-1976.

2. Letter No. KEBEU/GS.10/79 dated 9-3-1978 from the General Secretary, KEB, Employees Union (Reg. No. 659) forwarding a copy of the Resolutions adopted at the 6th Bi-ennial Conference held from 21st to 23rd Feb. 1979 at Hubli.

3. Discussions with the Union representatives in the above matter held on 30-3-79 and 20-4-1979.

Order No. KEB/BPO. 5/76-77 Bangalore, Dated 27th July, 1979.

In the operative portion of the Board order No. KEB/BPO.5/76-77 dated 12-3-77, existing item No. 6 shall be substituted by the following :

6. Elongation of Scale : In the case of a workmen who reaches the maximum of the scale during the period from 1-4-1976 to 31-3-1979 the scale will be elongated in respect of that workman as personal to him during 1-4-1976 to 31-3-1980. This is not applicable in cases where a workman reaches the maximum of the scale after 31-3-1979.

A few examples are worked out in Annexure I and appended for guidance regarding application of the above.

By order
Sd/- Secretary

READ : Existing provision at page 48 in the KEBSR for granting an additional increment in the scale over and above the maximum of the time scale, to the employees, the maximum of whose time scale does not exceed Rs. 500/- and who has put in not less than 25 years of continuous service and who is stagnating on the maximum of his time scale and that this stagnation increment is payable only once in an employees service.

2) Board order No. BPO.5/76-77 dated 12th March 1977 and dated 27-7-79 issuing orders that in the case of workman who reaches the maximum of the scale during the period from 1-4-1979 to 31.3.1979. The scale will be elongated in respect of that workman as personal to him during the period from 1-4-76 to 31-3-80.

3) G.O No. FD 52 SRP 79 dated 31.10.1979 granting stagnation increment to the Government servants who have reached the maximum of the scale of pay.

4) Request of the KEB Engineers Association to extend the benefit of the stagnation increment to the officers by adopting the G.O. No. dated 31.10.1979.

5) Board Resolution No. 13900 dated 29.9.1980.

Board Order No. KEB/B16/BPO7/76-77 Bangalore, Dated 21st Oct. 1980.

Board is pleased to adopt the G.O. No. FD 52 SRP 79 dt. 31-10-79, to extend the benefit of the grant of stagnation increment to the non-workmen of the Board as directed below :-

The non-workmen of the Board who draw pay in the time scale of pay which carry annual rate of increments and who have reached or who reach the maximum of the pay scales applicable to them, may be granted three biennial stagnation increments at the rate of the increment last drawn and such increments should be treated as part of 'pay' for all purposes. The first stagnation increment may be granted from the date immediately following completion of two years from the date of reaching the maximum of the pay scale or from 1st October 1979; whichever is later and the second and third stagnation increments shall accrue every two years thereafter. The total number of stagnation increments in the entire service shall be limited to three only.

The grant of stagnation increments is subject to the condition that the Board servant (non-workman) has satisfactory record of service and he is otherwise eligible for normal increments in the time scale of pay but for reaching the maximum of the scale. No such stagnation increments will be sanctioned to an Officer who retires from service within two years after he reaches the maximum of the scale of pay of the post in which he is working.

Necessary amendments to BESR will be issued separately.

By order Sd/- Secretary

READ : Board Order No. MSEB/A1-1871/71-72 dated 23-6-71.

2. Board Order No. KEB/BPO.5/76-77 dated 12-3-77 according approval for the revision of pay scales of workmen with effect from 1-4-76 as detailed therein.

3. Letter No. KEBEU/786-11/77 dated 14-12-77 from the General Secretary. KEB Employees' Union (Reg. No. 659).

4. Memorandum of Settlement dated 31-12-1977 entered into between the KEB and the KEB Employees' Union (Reg. No. 659).

Order No. KEB/B14/4870/77-78 Bangalore Dated 31st December 1977.

Approval is accorded for payment of Special Locality Allowance at 6 (six) per cent of pay subject to a maximum of Rs. 150/- (Rupees One hundred and fifty) only, per month with effect from 1-4-1976 to the employees working under KEB in the Bhadra Reservoir Project area.

By Order, Sd/- For Secretary

READ: Consequent to the introduction of new scales of pay to the workmen of KEB with effect from 1st April, 1976 it is considered necessary to modify the rate of existing charge allowance admissible under Rule 51 of BESRs.

Order No. KEB/BPO. 8/76-77

Bangalore, Dated 29th March, 1977

Board is pleased to order that with effect from 1st April, 1976 the charge allowance admissible under Rule 51 of the Karnataka Electricity Board Employees Service Regulations shall not exceed one-twentieth of the minimum of the scale of pay applicable to the post of which a workman, whose pay scales have been revised vide Board order No. KEB/BPO. 5/76-77 dated 12-3-1977 is placed in additional charge or independent charge.

The amount of Charge allowance resulting in a fraction of a rupee shall be rounded off to the next rupee.

Necessary amendments to the Karnataka Electricity Board Employees Service Regulations will issue separately.

By order, Sd/-
(B. N. Sathyanarayanan)
for Secretary.

READ: Board order No. KEB/BPO. 5/76-77 dated 12-3-77 approving the revision of pay scales of the Workmen etc.

Order No. KEB/BPO. 5/76-77

Bangalore, Dated 22nd April 1977

The Board is pleased to clarify that the revision of pay scales, allowance etc., ordered in the above Board order shall be extended to the workmen on probation as indicated below:

1. Post Award candidates who were regularised under the Award and subsequently held to have been wrongly absorbed will be allowed the benefits contemplated in the above Board order. They will not however be allowed to draw increment in the revised scale unless they are otherwise eligible;

2. Employees appointed against direct recruitment quota and continued in service by granting annual increments to the end of December 1975 and who have not passed the Departmental Examinations for completion of the probation, will be allowed the benefits contemplated in the above Board order. They will not however be allowed to draw increment in the revised scale unless they are otherwise eligible.

3. Employees appointed against direct recruitment quota and continued in service by granting increments till the end of December, 1975 and who have passed

The temporary scheme of probationary examinations conducted during 1976 will be allowed the benefits contemplated in the above Board order.

4. Employees appointed against direct recruitment quota and continued in service by granting increments till the end of December 1975 and who have passed Departmental Examinations but not the Kannada Language test, will be allowed the benefits contemplated in the above Board order. They will not however be allowed to draw increment in the revised scale unless they are otherwise eligible.

5. Employees who have passed all the examinations but who have not been declared to have completed the probation, will be allowed the benefits contemplated in the above Board order. They will be allowed to draw the increments in the revised scale, if otherwise eligible.

6. Employees appointed prior to 1-4-1976 but after 1-10-1974 and awaiting training to complete the probation, will be allowed the benefits contemplated in the above Board order. They will not however be allowed to draw increment in the revised scale unless they are otherwise eligible.

7. Employees who while working in the lower posts were appointed in the higher posts on the same line of promotion before 1-4-1976 against direct recruitment quota will be allowed the benefits contemplated in the above Board order except the benefit of weightage contemplated in para 3 (Fixation) of the Board order dated 12-3-1977, as the service in the lower scale is not to be reckoned for the purpose of weightage. They will not however be allowed to draw increment in the revised scale unless they are otherwise eligible.

8. Employees appointed on or after 1-4-1976 but before 8-3-1977 against direct recruitment quota will continue to draw provisionally the emoluments as on the date of this Board order. This is purely an interim arrangement pending determination of the pay to be allowed during probation, and adjustments, if necessary.

9. In respect of employees appointed on or after 8-3-1977 against direct recruitment quota wherever probation is prescribed, their pay will be as per Annexure to this order.

By Order,

Sd/- Secretary

ANNEXURE TO BOARD ORDER No. KEB/BPO. 5/76-77

Dated : 22-4-1977

Sl. No.	Designation	Pay during probation
1.	Office Attendent Gr. II	Rs. 275/-
2.	Daftary	Rs. 310/-

3. Tracer (Civil), Tracer Blue Printer	Rs. 370/-
4. Junior Assistants, Typists	Rs. 370/-
5. Operators/Overseers/Meter-Readers Asst. Store Keeper	Rs. 400/-
6. Assistants/Jr. Personal Assistants.	Rs. 450/-
7. Store Keeper Grade II	Rs. 490/-
8. Supervisor (Eelec.) and (Civil)	Rs. 580/-

Note : In cases where pay during probation are not mentioned in the above statement it should be taken that whenever probation is prescribed for a post, then the pay during probation for such a post should be fixed at one increment below the minimum of the scale. This order is deemed to have come into effect from 8-3-77.

Sd/-
Secretary KEB

READ : Board order No. KEB/BPO-5/76-77 revising the pay scales of workmen of KEB.
2: Government Order No. FD 139 SRP (3) 76 dated 24-12-75 modifying the provisions of Rule 42-B of KCSRs:

Order No. KEB/BPO. 16/76-77 Bangalore, Dated : 2-5-1977

Board is pleased to order as follows :

If an employee of the Board promoted prior to 1-4-76 had exercised, under Rule 42-B of KCSRs adopted by Board, option to come over to the scale of pay of the higher post on the date on which he earns his next increment in the lower post, his pay should be regulated as follows :

i) on 1-4-76 his pay in the revised scale shall be fixed with reference to his basic pay in the lower post on the date.

ii) on the date on which he earns such increment in the lower post, that increment will be allowed in the existing scale in the lower post. Thereafter he will be given the benefit of the increment in the lower post in the existing scale of pay under Rule 42-B of KCSRs.

iii) with reference to the pay so arrived at, his pay will be fixed in the revised scale of pay in accordance with the principles laid down in para 3 of Board Order No. KEB/BPO. 5/76-77 dated 12-3-77.

By Order
Sd/- Secretary KEB

READ : Board Order No. KEB/BPO. 5/76-77 dated 12-3-77 revising the pay Scales of Workmen with effect from 1-4-1976.

2. Letter from 'the General Secretary, KEB Employees' Union' Bangalore requesting that the D.A. drawn on Special pay by the Typists, Jr. Personal Assistants and Cashiers may be taken into consideration for fixing their pay as these employees have not derived any benefit of the wage revision and in some cases they stand for recovery of excess wages drawn by them from 1-4-1976.

3. Joint Meeting held on 21-4-77 between the representatives of KEB employees' Union and KEB on the above subject.

4. Board Secretariat Note dated 21-4-77 in the matter.

Board Order No. KEB/BPO. 15/76-77

Dated : 31st May 1977

The Karnataka Electricity Board is pleased to order that in the case of Typists and Jr. Personal Assistants if the increase in their emoluments as on 1st April 1976 over their emoluments as on 31st March 1976 is less than the weightage admissible as per Para 3 (ii) of the Board Order No. KEB/BPO. 5/76-77 dated 12-3-77, their pay and personal allowance should be fixed in such a manner that the difference between the old and revised emolument comes to the amount of weightage admissible in their cases i.e., varying from Rs. 15/- to Rs. 30/- as the case may be. The increase on this account should be treated as "Personal Allowance".

For the purpose of calculating the above increase emoluments as on 31st March 1976 and emoluments as on 1st April 1976 will comprise of the following :

Emoluments as on 31st March 1976

Emoluments as on 1st-April 1976 :

(i) Basic Pay

(i) Basic pay in the Revised Pay Scales.

(ii) Special pay attached uniformly to posts in the cadres of Jr. P. as, Typists.

Jr. P.A. Rs. 35/-

Typists Rs. 20/-

(iii) Dearness Allowance/Addl. Dearness Allowance, interim reliefs sanctioned in BPO. 86/73-74 dated 8-3-74, B.P.O.B 16/753/76-77 dated 26-4-1976 and Adhoc increase sanctioned Vide B.O.No. BPO-261/72-73 dated 20-3-73 admissible on (i) and (ii) above.

(iii) Special Pay sanctioned in B.O. No. BPO. 5/76-77 dated 12-3-9977.

The above Personal Allowance shall be absorbed in future increases of pay of the concerned workmen.

Sd/- Secretary

READ : Record Notes of the discussions held among other things with the representations of the Karnataka Electricity Board Employees Union Reg. No. 659, in the matter of revision of payscales of Teaching and Non Teaching staff working in the Karnataka Electricity Board Shishuvihar.

2. Letter No. A/AOE/AOII/EA12/25880 dated 12-2-1985 in the matter.

3. Board Secretariat, Note dated 15-4-1985.

Order No. KEB/SAIII/B4/5877/77-78. Bangalore, Dated : 18-1-1986.

Board is pleased to accord approval for the revision of payscales of the Teaching and non-teaching staff working in the Sishuvihars of the Karnataka Electricity Board colonies as here under with effect from 1-7-1977 without any D.A. or other allowance or special pay.

1. a) Trained Teachers (SSLC)

Existing

Rs. 70-3-90-4-110 + Special
Pay Rs. 20/-per month & HRA

Revised

Rs. 225-10-265-12-325-15-460-
20-500 Extn. Rs. 15-530.

b) Un trained Teachers (SSLC)

Rs. 70-3-90-4-110 + HRA of
Rs. 10 per month.

Rs. 200-6-230-10-270-12-330-
15-405 Extn. Rs. 12-465.

c) Untrained Teachers (Non-SSLC)

Rs. 55-2-75-3-90 + HRA of
Rs. 10 per month.

Rs. 200-6-230-10-270-12-330-
15-405 Extn. Rs. 12-465.

2. Ayahs

Rs. 40-1-45-2-65 + HRA of
Rs. 5 per month.

Rs. 165-3-195-6-225-10-275.

By Order,
Sd/-
Secretary
KEB

Lr. No. KEB/B16.4088/84-85

Dated : 5th Feb. 1986

Sub : Revision of Pay scales of Workmen with effect from 1-4-1985.

In continuation to the Board order of even number dated 31st Jan. 1986, I am directed to state that the pay of workmen in the revised scales ordered in the Board order dated 31-1-86 may be drawn from February, 1986. Separate orders will be issued with regard to payment of arrears i.e. from 1-4-1985 to 31-1-1986.

Yours faithfully,
Sd/-
Secretary
KEB

0140

KARNATAKA ELECTRICITY BOARD

No.KEB/B16/5624/79-80

Board Secretariat,
'Cauvery Bhavan',
Bangalore - 560 009.
Dated : 09-02-1995

The Chief Engineer, Electy. (General),
Karnataka Electricity Board,
Cauvery Bhavan,
Bangalore - 9.

Sir,

Sub : Fixation of pay due to revision of pay scales w.e.f. 1-4-76 in respect of employees who were in work charged establishment and subsequently absorbed to M.E. cadre between 1-4-76 and 31-3-77 - Clarification - Regarding.

- Ref : 1) B.O.No. KEB/BPO.5/76-77 dated 12-3-1977 revising the pay scales of the Workmen w.e.f. 1-4-76.
- 2) Your letter No. A/AOE/AAO1/EA10/22679 dt. 22-1-88 addressed to SEE, Shimoga Circle, Shimoga clarifying as to the mode of fixation to be made in respect of work charge employees who were absorbed into maintenance establishment in between 1-4-76 and 31-3-77.
- 3) SEE, Shimoga Circle, KEB, Shimoga, letter No.DCA/AAO/A3/F2/6360-61 dt. 29-7-93.

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4) Your letter No. A/AOE/AAO-II/EA8/15821 dt. 31-3-94 and 27-6-94.

5) Letter No. KEBEU 2406-9-94 dt. 25-7-94 of the General Secretary KEB Employees Union (Reg. No. 659).

6) U.O. No. 90 dt. 29-12-94 of F.A. and C.A.O., KEB., Bangalore.

Some of the drawing officers are seeking clarification as to mode of fixation of pay in the revised pay scales of 1-4-1976 in respect of work charged employees who were absorbed into maintenance cadre between 1-4-1976 & 31-3-1977.

In this connection, the subject matter has been examined in detail and it is clarified that the cases of the similar nature may be disposed of on the lines clarified by Chief Engineer, Electy. (General) KEB., Bangalore, in his Circular letter No. A/AOE/AAO1/EA10/22679 dt. 22-1-88 addressed to the Superintending Engineer (El.) Shimoga. An illustration set out in the said Chief Engineer, Electy. (General) Circular letter dated 22-1-1988 may be treated as guide lines to fixation/refixation of work charged employees who were absorbed into maintenance cadre in between 1-4-76 to 31-3-77.

However, a copy of Chief Engineer, Electy. (General)'s Circular letter dated 22-1-88 is herewith enclosed to this letter for immediate reference.

Yours faithfully,

Secretary,
K.E.B.

**ANNEXURE TO BOARD LETTER NO. KEB/B16/6624/
79-80 dated : 9-2-95**

Copy of letter No A/AOE/AAO/EA-10/22679/22-1-1988 from
the CEE (G), KEB, Bangalore.

Sub : Fixation of pay of Sri Chikkakempaiah and Sri M.
Shivalingaiah,, Helpers.

In returning the S.R. and pay fixation statement in respect of
Sri Chikkakempaiah, received under the cover of Exe. Engr. El. O
& M Dvn., Shimoga letter dated 12-11-87, I wish to state that the
pay of the employees should be fixed in accordance with Board
Order No. KEB/BPO.5/76-77/12-3-77 as follows

Work charged Establishment : (55-2-75-3-90)	
Pay as on 1-4-76	57.00
Adhoc	10.00
Interim Relief	30.00
Variation IR	21.00
D.A.	179.00
Service weightage for less than 5 years	15.00
	<hr/>
Total	312.00
<hr/>	
Revised Scale (280-5-320-10-370-15-430)	

Next stage in the scale is Rs.315/- Hence, his pay as on 1-4-76
should be fixed at Rs. 315/- under W.C.E.

Further on absorption into Maintenance Establishment on 5-4-76
his pay should be fixed as follows :

Maintenance Establishment in the old scale	On revision
(70-2-76-3-94-4-118)	Pay 70.00
from 5-4-76 Rs.70.00(Minimum)	Adhoc 10.00
	I. R. 30.00
	VIR 21.00
	D.A. 184.00
Serviced weightage for less than 5 years :	15.00
	Total : 330.00

Revised scale :

(300-5-320-10-360-15-465) Next stage in the revised scale is Rs. 340.00.

Hence, his pay in the revised scale should be fixed at Rs. 340/- with effect from 5-4-76. The annexure No. II to the above B.O. has been prepared in the above manner and provided for early reference of pay fixing authorities.

The pay fixation proposed by the Internal Audit, based on the letter dated 25-2-85 of the Board is not acceptable as the case referred to in the Board letter is with reference to a specific instance which is not final and cannot be applied here without knowing the particular of the employees involved therein.

Copy

For Secretary

KARNATAKA ELECTRICITY BOARD

READ:-

1. Board Order No.KEB/BPOS/76-77, dated: 12.3.1977 approving the revision of pay scales of the workmen with effect from 1.4.1976.
2. Board Order No. KEB/BPOS/76-77, dated: 22.4.1977, issuing certain clarifications pursuant to the revision of pay scales of workmen effective from 1.4.1976.
3. Board Order No.KEB/BPOS/76-77, dated: 22.2.1978 issuing clarifications regarding fixation of pay of workmen recruited during the period of 1.4.1976 to 7.3.1977.
4. Order dated: 5.3.1996 of the Hon'ble High Court of Karnataka in Writ Petitions No. 681-730/1988 and Judgement of the Hon'ble Divisional Bench dated: 4.6.1996 in Writ Appeal No. 1601-50/96 in case of S.Hanumatharaya, Junior Engineer, Electrical, and Others -vs- KEB.
5. Resolution No.IMC(A)/137/1197, dated: 23.7.1998 and corrigendum dated 22.8.1998 issued thereon to the said resolution dated: 23.7.1998 to fix the pay to those employees who have been recruited on or after 1.4.1976 but before 8.3.1977 as per B.O.dated: 12.3.1977 at next stage of pay i.e., Rs.660/-.

ORDER NO.KEB/B16/5430/96-97,

BANGALORE, DATED: **10 SEP 1998**

In supersession to the Board Order dated: 22.02.1978 above cited at Sl.No.3 of the preamble. Board is pleased to order as follows so far as the mode of fixation of pay in respect of item No.8 of the Board order dated: 22.4.1977.

Pay of the workmen recruited during the period from 1.4.1976 to 7.3.1977 may be fixed in the revised scales at the stage above the total emoluments drawn by them by way of Pay, D.A., Adhoc increase and two instalments of Interim relief.

However, the arrears payable shall be limited to three years.

The mode of fixation of pay is as appended to the Board Order.

By Order,


SECRETARY
K.E.B.

To:

1. The Chief Engineer, Electricity (General), KEB, Bangalore.
2. The Chief Financial Adviser, KEB, Bangalore.
3. The Chief Industrial Relations Officer, KEB, Bangalore.

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KARNATAKA ELECTRICITY BOARD

R E A D:-

1. Board Order No. MSEB/A1/6435/69-70 dated 15-1-1970.
2. Board order No. MSEB/BPO.251/72-73 dated 20-3-1973.
3. Board Order No. MSEB/BPO.30/73-74 dated 2-3-1974.
4. Board Order No. MSEB/BPO. B15.753/76-77 dated 20-3-1976.
5. Board Order No. KEB/B16.5295/76-77 dated 8-12-1976.
6. Board Order No. KEB/B16.5584/76-77 dated 9-12-1976.
7. Memorandum of Settlement dated 8-3-1977 entered into between the K.E.B. and K.E.B. Employees Union (Reg. No. 559) regarding Revision of Pay Scales etc. of workmen with effect from 1-4-1977.
8. Board Order No. KEB/BPO.5/76-77 dated 12-3-1977, according approval for the revision of Pay Scales and other allied matters with effect from 1-4-1976 of workmen as detailed therein.
9. Board Order No. B.15/5580/79-80 dated 2-4-1980 revising the rates of Dearness Allowance to the Board Employees with effect from 1-2-1980 and 1-4-1980 at the rates noted therein.
10. Board Order No. B.15/4285/80-81 dated 21-8-1980 revising the rates of Dearness Allowance to Board Employees drawing pay upto Rs. 1,500/- per month with effect from 1-7-1980 at the rates noted therein.
11. Board Order No. B16/441/80-81 dated 23-10-1980 sanctioning further increase in Dearness Allowance to the Board Employees with effect from 1-10-1980 at the rates mentioned therein.
12. Board Order No. B16/4521/80-81 dated 9-12-1980, sanctioning further increase in Dearness Allowance to the Board Employees with effect from 1-12-1980 at the rates mentioned therein.
13. Memorandum of Settlement dated 31-12-1980, between the Karnataka Electricity Board and K.E.B. Employees' Union (Reg. No. 559) regarding revision of pay scales and other allied matters of workmen with effect from 1-4-1980.

14. Board Resolution No. 14149 dated 31st December, 1980.

BOARD ORDER NO. KEB/B16/5624/79-80,
BANGALORE, DATED 3RD JANUARY, 1981

The Board is pleased to approve the Revision of Pay Scales of the Workmen who are appointed to the various posts against the promotion quota or who have successfully completed probationary period in cases of appointment against direct recruitment quota as per Annexure - I, subject to the following conditions:-

1. DATE OF EFFECT:

The Revised Pay Scales shall come into force with effect from 1st April, 1980.

2. The Revised Pay Scales shall not apply in cases of Workmen working on Temporary Time Rolls and Casual Labourers appointed on Daily Wages basis.

3. PAY FIXATION AND SERVICE WEIGHTAGE:

The initial pay of the Workmen to whom the Revised Scales of pay applies shall be fixed in that scale as on 1-4-1980 in the following manner:

- 1) To the existing Basic Pay (Existing Basic pay shall be arrived at after taking into account the Annual Increments due, if any, as on 1-4-1980 in the existing scale including

.....3

personal pay, if any) add the following:

a). Minimum Guaranteed Benefit of
Rs.25/- (TWENTY-FIVE)

P L U S

b) Service Weightage at the following
rates:

i) to those workmen who have
put in less than 3(Three) years
of service in Regular/
Maintenance/Workcharged
Establishment as on 1-4-80

N I L

ii) to those workmen who have
put in not less than 3(Three)
years and below 5(Five) years
of service in Regular/Maintenance/
Workcharged Establishment as on
1-4-1980

Rs.15/-
(FIFTEEN)

iii) to those workmen who have put in
not less than 5(Five) years but
below 10(ten) years of service
in Regular/Maintenance/work-
charged Establishment as on
1-4-1980

Rs.20/-
(TWENTY)

iv) to those workmen who have put
in not less than 10(ten) years
but below 15(Fifteen) years of
service in Regular/Maintenance/
Workcharged Establishment as on
1-4-1980

Rs.30/-
(THIRTY)

v) to those workmen who have put
in 15(Fifteen) years of service
and above in Regular/Maintenance/
Workcharged Establishment as on
1-4-1980

Rs.45/-
(FORTY-FIVE)

.....4

and the service weightage as indicated above to the existing basic pay, the amount so arrived shall be the "REVISED BASIC PAY" as on 1st April, 1980. The revised basic pay shall be fixed in the revised scale effective from 1st April, 1980 as follows:-

(i) If the Revised Basic Pay happens to be less than the minimum of the Revised scale, the Basic Pay shall be fixed at the minimum of the Revised Scale.

(ii) If the Revised Basic Pay happens to be one of the stages, in the Revised Scale or is in-between two stages of the Revised scale, it shall be fixed at next higher stage in the revised scale.

(iii) In the case of a workman, who but for fixation of his/her pay in the revised scale would have earned increment in the existing scale in the usual course subsequent to 1-4-1980 but before 1-4-1981 his/her pay in the revised scale shall, if advantageous to him/her, be re-fixed from the date of his/her earning such increment in accordance with the aforesaid pay fixation formula. In such cases, the service weightage admissible shall be determined on the basis of total service of the workman as on the date of the actual accrual of his/her increment after 1-4-1980, but before 1-4-1981.

4. The pay may be fixed as per the Ready-Reckoner enclosed to this Board Order vide ANNEXURE - II.

5. DEARNESS ALLOWANCE:

The payment of Dearness Allowance to the Workmen shall be regulated at the rates already approved by the Board from time to time with effect from 1st April, 1980 and onwards.

6. HOUSE RENT ALLOWANCE:

(i) The payment of House Rent Allowance to Workmen shall be regulated at the existing rates with effect from 1st April, 1980 and onwards. However, in case of Workmen working in places where the population is less than 25,000, the House Rent Allowance will be paid at Rs.15/- (FIFTEEN) per month with effect from 1st April, 1980.

(ii) In the case of Workmen who are drawing Basic Pay of Rs.610/- (Rupees Six Hundred and Ten) and below per month and provided with Board Quarters, no recovery towards House Rent shall be made. They will not be entitled for payment of any House Rent Allowance.

7. CITY COMPENSATORY ALLOWANCE:

The payment of City Compensatory Allowance to the workmen shall be regulated at the existing rates with effect from 1st April, 1980 and onwards.

8. Other Allowances : Allowance as indicated below, shall be paid to the categories of Workmen indicated against each allowance at the rates mentioned each, with effect from 1st April 1980, subject to the Workmen complying with the rules and regulations of the Board regarding grant of that particular allowance and he/she being eligible there to as per the existing rules.

I. i) CASH DUTY ALLOWANCE:

a) Cash Duty Allowance shall be paid at Rs.30/-(thirty) per month to those who are incharge of Cash Duty.

b) For those who work as Substitute when regular cashier who is incharge of cash duty proceeds on Casual Leave and other leave not exceeding seven days, will be paid cash duty allowance at Rs.5/-(Five) per working day subject to maximum of Rs.30/-(Thirty) per month.

ii) SPECIAL PAY TO TYPISTS: Special pay to typists shall be paid at Rs.35/- (Thirty five) per month.

iii) SPECIAL PAY TO JUNIOR PERSONAL ASSISTANTS: Special pay to junior personal Assistants shall be paid at Rs.55/- (Fifty-five) per month.

iv) SPECIAL PAY TO CYCLOSTYLING WORK: Special pay to Cyclostyling work shall be paid at Rs.15/- (Fifteen) per month.

v) SPECIAL PAY TO LIFT ATTENDANTS: Special pay to Lift Attendants shall be paid at Rs.35/- (Thirty five) per month.

(vi) SPECIAL PAY TO DRIVERS:

Special Pay to Drivers shall be paid at Rs.35/- (THIRTY-FIVE) per month.

(vii) SPECIAL PAY TO CLEANERS:

Special Pay to Cleaners shall be paid at Rs.25/- (TWENTY-FIVE) per month;

(viii) SPECIAL PAY TO JUNIOR ENGINEERS - HOT LINE:

Special Pay to Junior Engineers of Hotline Work shall be paid at Rs.50/- (FIFTY) per month;

(ix) SPECIAL PAY TO MECHANIC GRADE-I - HOTLINE:

Special Pay to Mechanic Grade-I of Hotline work shall be paid at Rs.30/- (THIRTY) per month;

(x) SPECIAL PAY TO MECHANIC GR. II - HOTLINE:

Special Pay to Mechanic Grade-II of Hotline Work shall be paid at Rs.30/- (THIRTY) per month;

(xi) SPECIAL PAY TO MEDICAL STAFF - CLASS IV EMPLOYEES:

Special Pay to Medical Staff Class IV Employees shall be paid at Rs.10/- (TEN) per month;

(xii) SPECIAL PAY TO ASSISTANT STORE KEEPERS:

Special Pay to Assistant Store Keepers shall be paid at Rs.25/- (TWENTY-FIVE) per month;

(xiii) SPECIAL PAY TO STORE KEEPERS GRADE - II:

Special Pay to Store Keepers Grade-II shall be paid at Rs.30/- (THIRTY) per month.

(xiv) SPECIAL PAY TO STORE KEEPERS GRADE-I:

(xv) Personal Allowance for Senior Assistants (Inspection) shall be paid at Rs.30/- (THIRTY) per month;

(xvi) Personal Allowance for Safe Custody of documents in F.A. & C.A.O.'s Office to Assistants shall be paid at Rs.30/-(THIRTY) per month;

(xvii) SHIFT ALLOWANCE:

Shift Allowance shall be paid at 5% (FIVE PER CENT) of the pay subject to a minimum of Re.1/-(ONE) per Evening/Night shift to all those workmen who may be deployed to the shift duties;

(xviii) CONVEYANCE ALLOWANCE:

Conveyance Allowance will be paid as follows, wherever the same is admissible at present:

(a) Motor Car Allowance: Rs.80/- per month (EIGHTY)

(b) Bicycle Allowance: Rs.20/- per month (TWENTY)

(xix) WASHING ALLOWANCE:

Washing Allowance shall be paid at Rs.10/- (TEN) per month, wherever the same is admissible at present;

(xx) SPECIAL LOCALITY ALLOWANCE:

Special Locality Allowance at the existing rates shall be continued wherever the same is admissible at present. Special Locality Allowance at 6% (SIX PER CENT) of the pay subject to a maximum of Rs.150/- (ONE HUNDRED AND FIFTY) per month shall be paid to the workmen in the following places;

(a) GHAT PRABHA

(b) DANDELI

(xxi) HILL ALLOWANCES:

Payment of Hill Allowance in respect of workmen working at the following Hilly places in addition to the places where this allowance is being paid shall be paid at the existing rates and subject to the existing conditions:

- (a) BHAGIMNDILLA
- (b) MAHADESHWAR HILLS
- (c) B.R. HILLS

(xxii) CONSTRUCTION ALLOWANCE:

Construction Allowance shall be continued at the existing rates wherever the same is admissible at present.

(xxiii) DIP AND DIVING ALLOWANCE:

The existing rate of Rs.20/- (TWENTY) per month as Special Allowance to Divers shall be continued, and the Dip Allowance payable to them shall be revised from Rs.5/- (FIVE) to Rs.10/- (TEN) per Dip per hour with effect from 1-4-1980 wherever the same is being paid at present.

9. All other allowances/Special Pay which are being paid by the Board will be continued to be paid at the same rates subject to the workmen complying with the Rules and Regulations of the Board regarding the grant of that particular allowance/special pay he/she is eligible thereto as per the existing Rules.

10. The Payment already made by way of pay and allowances, in respect of period for which the Revision is made, shall be adjusted.

The Revision of Pay Scales is linked to production and productivity. Further the Board expects that the employees will put forth their efforts for rendering efficient service to the consumer public.

Revised Pay Scales may be claimed from the month of January, 1981. Separate orders will be issued with regard to payment of arrears claims from 1-4-1980 to 31-12-1980.

BY ORDER


SECRETARY,
K.E.B.

To
Shri K.N. Nagaraj, Member, K.E.B., Bangalore
Shri T.N. Rangiah, Member, K.E.B., Bangalore
Shri A. Thimmiah, Member, K.E.B., Bangalore
The Chief Engineer, Elec. (General), KEB., Bangalore
All the Chief Engineers, Electricity, K.E.B.
The Financial Adviser & Chief Accounts Officer, KEB., B'lore
The Accountant General, Karnataka, Bangalore
The Managing Director, Karnataka Power Corporation Ltd., B'lore
All the Chief Engineers, Electrical KPC., Ltd.,
The Chief Electrical Inspector to Govt. of Karnataka, B'lore
The Superintending Engineer, El., TBHE Scheme, T.B.Dam
All the Superintending Engineers, El., K.E.B.
All the Executive Engineers, Elec., KEB
All the Controller of Accounts, KEB
All the Dy. Controller of Accounts, KEB
All the Accounts Officers, KEB
The Director, Industrial Training Centre/Research, KEB, B'lore
The Principal, Training Institute (Ministerial) KEB, Bangalore
The Superintending Engineer, Elec., REC., KEB
The Superintendent of Police (Vigilance) KEB, Bangalore
All the Assistant Secretaries, Board Secretariat,
All the Assistant Accounts Officers, B1, B2, Board Sectt.
The General Secretary, KEB Employees' Union, Bangalore
The Secretary, KEB Engineers' Association, Bangalore
The Secretary, KEB Accounts' Officers' Association, B'lore
PAS to CM/FM/MM/Secretary/Addl. Secretary

SCALES OF PAY EFFECTIVE FROM 1st APRIL, 1980, TO VARIOUS CATEGORIES OF WORKMEN OF THE KARNATAKA ELECTRICITY BOARD WHO ARE APPOINTED TO THE POSTS AGAINST PROMOTION QUOTA OR WHO HAVE SUCCESSFULLY COMPLETED PROMOTION IN CASE OF APPOINTMENTS AGAINST DIRECT RECRUITMENT QUOTA:

Sl. No.	Designation	Existing Scale	Revised Scale with effect from 1st April, 1980
1.	Mali Grade-II, Fieldman Gr. III, Caretaker, Dhobi, Ward Attendant, Sweeper/Scavenger, Watchman (Office/Security/Stores), Office Attendant Gr. II	280-5-320-30-370-15-430	310-5-320-10-370-15-475-20-555
2.	Station Attendant Gr. II, Assistant Lineman, Attendant Grade-II (TC, RT, MT) Helper (Stores) Helper (Workshop), Mali Grade-I, Fieldman Gr. II Helper (Civil), Maity, Cook, Cleaners, Auto Helper, Security Head Guards	300-5-320-10-360-15-435	330-10-360-15-435-20-535-25-610
3.	Station Attendant Gr. I, Lineman, Attendant Gr. I, (TC, RT, MT) Store Attendant Gr. I, Driller, Cutter, Funcher, Hammerman, Blacksmith Gr. II, Machine Operator, Fitter Gr. III, Painter Gr. II, Grinder, Sheet-Metal Worker, Finker Gr. II, Carpenter Gr. III, Attendant Gr. I (WS), Civil Mate, Plumber-cum-fitter Gr. III, Bar-bender-cum-Vibrator, Attendant Gr. I, Fieldman Gr. I, Maistry Gr. III, Butler, Cook-cum-Butler, Attendant Gr. I (Toolkeeper), Jamedar (Watch & Ward), Head-Watchman, Darkroom Assistant, Lift Attender, Daftry, Office Attendant Gr. I.	320-10-360-15-435-20-555	355-15-430-20-530-25-630-30-690
4.	Wiremen	340-15-430-20-530-25-630	370-15-430-20-530-25-630-30-750

3/1/81 2

Sl. No.	Designation	Existing Scale	Revised Scale with effect from 1st April, 1930
5.	Station Mechanic Gr. II, Crane Operator Gr. II, Plumber Gr. II, Painter Gr. I, Line Mechanic Gr. II, Mechanic Gr. II (TC, RT, MT), Maistry Gr. II, Welder Gr. II, Turner Gr. II, Mechanic-cum- Machinist Gr. II, Blacksmith Gr. I, Carpenter Gr. II, Painter Gr. I, Fitter Gr. II, Tinker Gr. I, Maistry (Civil) Gr. II, Mason Gr. II, Plumber- cum-Fitter Gr. II, Maistry (Health) Gr. II, Tracer (Civil), Tracer, Blue Printer, Driver Gr. II/Auto Mechanic Gr. II	385-15-430-20- 530-25-630-30- 660.	415-15-430-20- 530-25-630-30- 780
6.	Junior Assistant/Typist	385-15-430-20- 530-25-630-30- 780	415-15-430-20- 530-25-630-30-780- 50-930
7.	Station Mechanic Gr. I/Crane Operator Gr. I, Plumber Gr. I, Line Mechanic Gr. I, Mechanic Gr. I (TC, RT, MT), Maistry Gr. I, Mechanic-cum-Machinist Gr. I, Fitter Grade-I, Carpenter Gr. I, Turner Gr. I, Welder Gr. I, Maistry (Civil) Gr. I, Mason Gr. I, Plumber Gr. I, Auto Mechanic Gr. I, Operator/Overseer/Meter Reader/Asst. Draughtsman/ Assistant Store Keeper.	415-15-430-20- 530-25-630-30- 720.	450-20-530-25- 630-30-780-50- 930
8.	Assistant Cable Joiner, Hot Line Mechanic Grade. II	470-20-530-25- 630-30-780.	510-20-530-25- 630-30-780-50- 1030.
9.	Assistant (Junior Personal Assistant	470-20-530-25- 630-30-780-50- 680.	510-20-530-25- 630-30-780-50- 1030-60-1210

P-3/1073

Sl No	Designation	Existing Scale with effect from	Revised Scale 1st April, 1980
10	Cable Jointer, Hot Line Mechanic Gr. I, Senior Mechanic, Senior Mechanic (TC, RT, MT), Instrument Mechanic, Assistant Foreman, Senior Mechanic(WS) Driver Gr. I, Assistant Foreman(Transport), Store Keeper Grade-II, Draughtsman, Draughtsman(Civil).	510-20-530-25- 630-30-780-50- 980	55-25-630-30- 780-50-1030- 60-1210.
11	Special Grade Driver, Junior Engineer, (El), Junior Engineer (Civil), Store Keeper Gr. I, Senior Assistant Senior Draughtsman, Senior Draughtsman(Civil).	605-25-630-30- 780-50-1030-60- 1150	630-30-780-50- 1030-60-1330- 75-1405
12	Merit Grade Mechanic	690-30-780-50- 1030-60-1150.	720-30-780-50- 1030-60-1330- 75-1405.
13	Assistant Engineer, (Non-Graduate) GSE	720-30-780-50- 1030-60-1330- 75-1405.	750-30-780-50- 1030-60-1330-75- 1555.

- NOTE:-
1. If the designation of any category of workmen is not included in the above, the workmen will be given the revised scale of pay corresponding to his existing scale of pay.
 2. Any workman borne on the work charge establishment will be given the revised scale of pay corresponding to his existing scale of pay.
 3. The demand of the Union regarding grant of higher pay scales to Tracer/Blue printer, as in the State Government shall be considered later after verifying the orders issued by the State Government in this behalf.
 4. If and when the scales of pay of Assistant Engineer (Graduate) is revised, Assistant Engineer (Non-Graduate) will also be given the same scale.

Handwritten signature
for Secretary, 3/1/80
K.E.B.

Statement showing the fixation of pay as per Board
Order No.KEB/B16/5624/79-80 dated 3-1-1981.

OLD GRADES: 280-5-320-10-370-
15-430

REVISED GRADES: 310-5-320-10-
370-15-475-20-
555

Pay in the Revised Scale

Pay as on 1-4-80	Less than 3 Yrs	Not less than 3 Yrs. but below 5 years	Not less than 5 Yrs. but below 10 years	Not less than 10 Yrs. out below 15 years	13 Years and above
280	310	330	330	340	360
285	315	330	340	350	360
290	320	340	340	350	370
295	330	340	350	360	370
300	330	350	350	360	385
305	340	350	360	370	385
310	340	360	360	370	385
315	350	360	370	385	400
320	350	370	370	385	400
330	360	385	385	400	415
340	370	385	400	400	415
350	385	400	400	415	430
360	400	415	415	430	445
370	400	415	430	430	445
385	415	430	445	445	460
400	430	445	460	460	475
415	445	460	475	475	495
430	460	475	495	495	515

[Signature]
Secy Secretary, K.E.B.

KARNATAKA ELECTRICITY BOARD

Annexure-II

Statement showing the fixation of pay as per Board Order No. KEB/
B16/6624/79-80 dated: 3rd January, 1981.

Old Gr. Pay: Rs. 300-5-320-10-360-
-15-465.

Revised Gr: Rs. 330-10-360-15-435-20-
535-25-610.

Pay as on 1-4-1980	Pay in the Revised Scale				
	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	15 years and above
300	330	350	350		
305	340	350	360	360	375
310	340	360	360	375	390
315	350	360	375	375	390
320	350	375	375	390	390
330	360	375	390	390	405
340	375	390	390	390	405
350	390	405	405	405	420
360	390	405	420	420	435
375	405	420	435	420	435
390	420	435	455	435	455
405	435	455	455	455	475
420	455	475	455	475	495
435	475	495	475	495	495
450	495	495	495	495	495
465	495	515	515	495	515
			515	515	535
				535	535
					560

[Signature]
for Secretary, KEB

KARNATAKA ELECTRICITY BOARD

Annexure-II

Statement showing the fixation of pay as per Board Order No. KEB/
B16/5624/79-80 dated 3-1-1981.

Old Gr.: Rs. 320-10-360-15-435-
-20-555.

Revised Gr.: Rs. 355-15-430-20-530-
-25-630-30-690.

Pay in the revised scale					
Pay as on 1-4-1980	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	15 years and above
320	355	370	370	385	400
330	370	385	385	400	415
340	370	385	400	400	415
350	385	400	400	415	430
360	400	415	415	430	450
375	415	430	430	450	450
390	430	450	450	470	470
405	450	450	470	470	490
420	450	470	470	490	510
435	470	490	490	510	510
455	490	510	510	530	530
475	510	530	530	555	555
495	530	555	555	580	580
515	555	580	580	605	605
535	580	580	605	630	630
555	605	605	605	630	630

[Signature]
for Secretary, KEB

KARNATAKA ELECTRICITY BOARD

Annexure-II

Statement showing the fixation of pay as per B.O.No. KEB/H16/5624/79-80 dated 3-1-1980.

Old G.P. Rs 340-15-430-20-530-25-630.

Revised G.P. Rs 370-15-430-20-530-25-630-30-750.

Pay as on 1-4-1980.	Pay in the Revised Scale				
	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years and above
340	370	385	400		
355	385	400	415	400	415
370	400	415	430	415	430
385	415	430	450	430	450
400	430	450	450	450	470
415	450	470	470	470	470
430	470	490	490	490	490
450	490	510	510	510	510
470	510	530	530	530	530
490	530	555	555	555	555
510	555	555	580	555	580
530	580	580	580	580	605
555	605	605	605	605	605
580	630	630	630	630	630
605	660	660	660	660	660
630	660	690	690	690	690
				720	720

[Signature]
Secretary, KEB 3/1/80

KARNATAKA ELECTRICITY BOARD

Annexure-II

Statement showing the fixation of pay as per Board Order No. KEB/B16/5624/79-80 dated 3-1-1981.

Old Gr.: Ra. ~~385-15-430-27-530-~~
~~25-630-30-660.~~

Revised Gr.: Ra. ~~415-15-430-20-530-~~
~~25-630-30-780.~~

Pay as on 1-4-1980.	Pay in the Revised Scale				
	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years and above
385	415	430	450	450	470
400	430	450	450	470	490
415	450	470	470	490	490
430	470	490	490	490	510
450	490	510	510	510	530
470	510	530	530	530	555
490	530	555	555	555	555
510	555	555	580	580	605
530	580	580	580	605	605
555	605	605	605	630	630
580	630	630	630	630	660
605	660	660	660	660	660
630	690	690	690	690	690
660	720	720	720	720	720
	750	750	750	750	750

[Signature]
for Secretary, KEB. 3/1/81

KARNATAKA ELECTRICITY BOARD

Annexure-II

Statement showing the fixation of pay as per Board Order No. KEB/B16/562/79-80 dated 3-1-1981.

~~Pay as per Cr. : Rs. 385-15-430-20-530-25-630-30-780.~~

Revised Cr. : Rs. 415-15-430-20-530-25-630-30-780-50-930.

Pay as on 1-1-1980	Pay in the Revised Scale				
	Not less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	15 years and above
385	415	430	450		
400	430	450	450	450	470
415	450	470	470	470	490
430	470	490	490	490	490
450	490	510	510	490	510
470	510	530	530	510	530
490	530	555	555	530	555
510	555	555	580	555	580
530	580	580	580	580	605
555	605	605	605	605	605
580	630	630	630	630	630
605	660	660	660	660	660
630	660	690	690	690	690
660	690	720	720	690	720
690	720	750	750	720	750
720	750	780	780	750	780
750	780	830	830	780	830
780	830	830	830	830	830
830	870	870	870	830	880

[Signature]
for Secretary, KEB. 3/1/81

KARNATAKA ELECTRICITY BOARD

Annexure-II

Statement showing the fixation of pay as per Board Order No. KEF/B16/5624/79-80 dated 3-1-1981.

Old Gr.: Rs. 415-15-430-20-530-25-630-30-720.

Revised Gr.: Rs. 450-20-530-25-630-30-780-50-830.

Pay as on 1-4-1980	Pay in the Revised Scale				
	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	15 years and above
415	450	470	470	490	490
430	470	490	490	490	510
450	490	510	510	510	530
470	510	530	530	530	555
490	530	555	555	555	580
510	555	555	580	580	605
530	580	580	580	605	605
555	605	605	605	630	630
580	630	630	630	660	660
605	660	660	660	690	690
630	660	690	690	690	720
660	690	720	720	720	750
690	720	750	750	750	780
720	750	780	780	780	830

[Signature]
for Secretary, KEF/B16

KARNATAKA ELECTRICITY BOARD

Annexure-II

Statement showing the fixation of pay as per Board Order No. KEY/B16/
5624/79-80 dated 3-1-1981.

Old Gr.: Rs. 470-20-530-25-630-
-30-780.

Revised Gr.: Rs. 510-20-530-25-630-
-30-780-50-1030.

Pay as on 1-4-1980	Pay in the Revised Scale				
	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	15 years and above
470	510	530	530	530	535
490	530	555	555	555	550
510	555	555	580	580	605
530	580	580	580	605	605
555	505	605	605	630	630
580	630	630	630	560	630
605	630	660	660	690	690
630	660	690	690	690	720
660	570	720	720	730	750
690	720	750	750	750	750
720	750	780	780	780	830
750	750	830	830	830	830
780	830	870	870	880	880

[Signature]
for Secretary, KEY/B16

KARNATAKA ELECTRICITY BOARD

Annexure-I

Statement showing the fixation of pay as per Board Order No. KEB/B16/A
5624/79-80 dated 5-1-1981

Old Gr.: Rs. 470-20-530-25-630-
-30-780-50-980

Revised Gr.: Rs. ~~510-25-530-30-630-30-700-~~
~~50-1030-20-1210~~

Pay as on 1-4-1980	Pay in the Revised Scale				
	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	15 years and above
470	510	530	530	530	555
490	530	555	555	555	580
510	555	555	580	580	605
530	580	580	580	605	625
555	605	605	605	630	630
580	630	630	630	660	660
605	660	660	660	690	690
630	660	690	690	690	720
660	690	720	720	720	750
690	720	750	750	750	780
720	750	780	780	780	830
750	780	810	810	830	850
780	810	830	830	880	880
810	830	860	860	930	930
830	860	860	860	930	930
860	930	930	930	970	1030
890	930	950	950	970	1030
920	970	980	980	1030	1090
980	1030	1030	1030	1030	1090

[Handwritten Signature]
for Secretary, KEB

RAJASTHAN ELECTRICITY BOARD

Annexure-11

Statement showing the fixation of pay as per Board Order No. NEB/B16/5624/79-81 dated 3-1-1981.

Old GR.: Rs. 510-20-530-25-630-30-780-50-980.

Revised Gr.: Rs. 555-25-630-70-780-80-1030-60-1210.

Pay as on 1-4-1980	Pay in the Revised Scale				
	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	15 years and above
510	555	555	580	580	605
530	580	580	580	605	605
555	605	575	575	630	630
580	630	630	630	650	650
605	660	660	660	690	690
630	660	690	690	690	720
660	690	720	720	720	750
690	720	750	750	750	750
720	750	750	780	780	810
750	780	810	830	830	840
780	810	830	830	830	840
810	830	830	880	930	930
880	930	930	930	930	980
930	980	980	980	1030	1030
980	1030	1030	1030	1090	1090

Handwritten signature and date
 31/1/81

KARNATAKA ELECTRICITY BOARD

Annexure-II

Statement showing the fixation of pay as per Board Order No. KEB/
B16/5624/79-80 dated 3-1-1981.

Old Gr.: Rs. 605-650-700-750-800-850-900-950-1000-1050-1100-1150

Revised Scale: Rs. 630-650-700-750-800-850-900-950-1000-1050-1100-1150-1200

Pay as on 1-4-1980	Pay in the Revised Scale				
	Not less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years and above
605	660	660	660	690	690
630	660	690	690	690	720
650	690	720	720	720	750
670	720	750	750	750	780
700	750	780	780	780	830
720	780	830	830	830	850
750	830	830	830	830	880
780	830	880	880	880	930
800	880	880	880	930	930
850	930	930	930	980	980
900	980	980	980	980	1030
950	1030	1030	1030	1030	1030
1000	1030	1030	1030	1030	1050
1050	1090	1090	1090	1090	1150
1100	1150	1150	1150	1150	1210
1150	1210	1210	1210	1210	1270

[Signature]
for Secretary, KEB-1/14/1

KARNATAKA ELECTRICITY BOARD
ANNEXURE-III

Statement showing the fixation of pay as per Board Order No. KEB/816/5624/79-80 dated 3-1-1981.

Old Gr.: Rs. 600-30-750-50-1030-60-1150.

Revised Gr.: Rs. 720-30-750-50-1030-60-1150-75-1210.

Pay as on 1-4-1980	Pay in the Revised Scale				
	Not less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	15 years and above
690	720	750	750	750	720
720	750	760	760	760	720
750	750	820	830	830	830
830	830	830	830	860	830
860	930	870	880	920	860
930	960	930	930	960	930
960	1030	980	980	980	960
1030	1030	1030	1030	1030	1030
1090	1150	1030	1090	1090	1090
1150	1210	1150	1150	1150	1150
		1210	1210	1210	1210

[Signature]
Secretary, KEB

Annexure-11

Statement showing the fixation of pay as per Board Order No.-KEB/
B16/5624/79-80, dated 3-1-1981.

Old Gr.: Rs. 720-30-780-50-1030-
-60-1330-75-1405

Revised Gr.: Rs. 750-30-780-50-1030-
-60-1330-75-1555

Pay in the Revised Scale					
Pay as on 1-4-1980.	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	15 years and above
720	750	780	780	780	830
750	780	830	830	830	830
780	830	830	830	880	880
830	880	880	880	930	930
880	930	930	930	980	980
930	980	980	980	1030	1030
980	1030	1030	1030	1080	1080
1030	1080	1080	1080	1080	1150
1080	1150	1150	1150	1150	1210
1150	1210	1210	1210	1210	1270
1210	1270	1270	1270	1270	1330
1270	1330	1330	1330	1330	1405
1330	1405	1405	1405	1405	1405
1405	1480	1480	1480	1480	1480

[Handwritten Signature]
for Secretary, KEB.

Annexure-II

Statement showing the fixation of pay as per Board Order No. KEB/B16/4214/80-81, dated 26-9-1981, if opted to mode of fixation as per Board Order No KEB/B16/5624/79-80, dated 3-1-1981.

Asst. Engineers,(Elect & Civil). Asst.Accounts Officers
and Senior Personal Assistants.

Old Pay Scale :

Rs. 720-30-780-50-
1030-60-1330-75-1405

Revised Pay Scale :

Rs. 780-50-1030-
60-1330-75-1630

Pay in the Revised Scale

Pay as on 1-4-1980	Less than 3 Years	Not less than 3 Years but below 5 Years	Not less than 5 Years but below 10 Years	Not less than 10 Years but below 15 Years	15 Years and above
Rs. 720	Rs. 750	Rs. 780	Rs. 780	Rs. 780	Rs. 830
750	780	830	830	830	830
780	830	830	830	880	880
830	880	880	880	930	930
880	930	930	930	980	980
930	980	980	980	1030	1030
980	1030	1030	1030	1090	1090
1030	1090	1090	1090	1090	1150
1090	1155	1150	1150	1150	1210
1150	1210	1210	1210	1210	1270
1210	1270	1270	1270	1270	1330
1270	1330	1330	1330	1330	1405
1330	1405	1405	1405	1405	1405
1405	1480	1480	1480	1480	1480

Karnataka Electricity Board

READ :

1. Board Order No. KEB/BPO 7/76-77 dated 9th July, 1977 according approval to revise the pay scales and other allied matters to the Officers/Officials of KEB as per the Annexure appended there to with effect from 1st April 1976.
2. Board Order No.B16/5680/79-80 dated 2-4-1980 revising the rates of Dearness Allowance to the Board employees with effect from 1-2-1980 and 1-4-1980 at the rates noted therein
3. Board Order No.B16/4285/80-81 dated 21-8-1980 revising the rates of Dearness Allowance to Board employees drawing pay upto Rs.1,300/-per month with effect from 1-7-1980 at the rates noted therein.
4. Board Order No.B16/4441/80-81 dated 23-10-1980 sanctioning further increase in Dearness Allowance to the Board employees with effect from 1-10-1980 at the rates mentioned therein.
5. Board Order No.B16/4521/80-81 dated 9-12-1980 sanctioning further increase in Dearness Allowance to the Board employees with effect from 1-12-1980 at the rates mentioned therein.
6. Board Order No.B16/4695/80-81 dated 17-2-81 revising the rates of Dearness Allowance to Board employees with effect from 1-2-1981 at the rates mentioned therein.
7. Board Order No.B16/5621/81-82 dated 20th April 81 sanctioning further increase in Dearness Allowance to the Board employees with effect from 1-4-1981 at the rates mentioned therein.
8. Board Order No.B16/5264/81-82 dated 12th Aug. 81 sanctioning further increase in Dearness Allowance to the Board employees with effect from 1-4-1981 at the rates mentioned therein.
9. Board Resolution No.14765 dated 24-9-1981.

ORDER NO. KEB/B16. 4214/80-81
BANGALORE, Dated: 26th SEPTEMBER
1981.

The Board is pleased to approve the Revision of Pay Scales to the Officers/ Officials of the Karnataka Electricity Board as per ANNEXURE-I appended to this order, subject to the following conditions.

1. Date of effect :

The revised pay scales shall take effect from 1st April 1980.

2. Pay Fixation and Weightage :

The initial pay of the officer to whom the revised pay scales applies shall be fixed in that scale as on 1-4-1980 in the following manner :

To the existing basic pay (which for this purpose will include increment, if any, accruing as on 1-4-1980 in the existing scale, as well as personal

pay, if any, being drawn as well as on 1-4-1980) weightage on the following scale, shall be added:
Weightage benefit of flat rate of 6 (six) percent of existing basic pay.

NOTE :

In case of Assistant Engineers (EI)/ Asst. accounts officers, Senior Personal Assistants who are in grade of Rs. 720-1405 may opt to have the service benefit as sanctioned under 'fixation formula' vide Board order No. K.E.B./B16/5624/79-80 dated 3-1-1981, or, to the service benefit of the flat rate of 6 (six) percent of existing basic pay. The option so exercised is final and not revokable under any circumstances.

After adding weightage benefit to the existing basic pay as above, the initial pay shall be fixed as follows :

- i) If the total of the existing basic pay and weightage is less than the minimum of the revised scale of pay, the basic pay shall be fixed at the minimum.
- ii) If the total of the existing basic pay and weightage falls at a stage or in between two stages of the revised scale, pay shall be fixed at the next higher stage, but, limited to a maximum benefit of Rs. 125/- (Rupee One hundred and twentyfive) per month, the difference being treated as personal pay wherever applicable i. e. in the case where the benefit so arrived at is more than Rs. 125/- the pay should

be fixed at the lower stage and the difference between the stage so fixed and Rs. 125/- be treated as personal pay. Such personal pay will continue to be drawn by the Officer till his pay is refixed either on the next revision of pay scales or till his promotion to a higher post, whichever is earlier.

This benefit of Personal Pay is also admissible to the cases where the revised pay exceeds the maximum of the revised pay scales.

- iii) In the case of an officer/official who but for fixation of his pay in the revised scale would have earned an increment/stagnation increment in the existing scale in the usual course subsequent to 1st April, 1980, but, on or before 31-3-1981 his pay in the revised scale shall, if advantageous to him be fixed from the date of his earning such increment in accordance with the aforesaid pay fixation formula.

3. The pay may be fixed as per the Ready Reckoner enclosed to this Board order vide Annexure-II.

4. Dearness Allowance :

The officers/officials shall continue to draw the existing rates of Dearness Allowance.

5. House Rent Allowance :

The payment of House Rent Allowance to officers/officials shall be regulated

at the existing rates with effect from 1st April 1980 and onwards.

6. City Compensatory Allowance :

The payment of City Compensatory allowance to officers/officials shall be regulated at the existing rates with effect from 1-4-1980 and onwards.

7. Other Allowances:

(Payable from 1-4-1980)

i) Shift Allowance :

Shift allowance shall be paid at 5% (five percent) of the pay subject to a minimum of Rs.1/- per evening/night shift to all those officers who may be deployed to the shift duties.

ii) Conveyance Allowance :

Motor Cycle allowance and Cycle allowance at Rs.80/- and Rs. 20/- per month respectively, shall be paid wherever the same is admissible at present.

iii) Special Locality Allowance :

Special Locality Allowance at the existing rates shall be continued wherever the same is admissible at present. Special Locality Allowance at 6% (Six percent) of the pay subject to a maximum of Rs. 150/- (Rupees One hundred and fifty) per

month shall be paid to the officers/officials in the following places :

- a) GHATAPRABHA
- b) DANDELI
- c) SUPA
- d) MALLESWARA
(KUDREMUKH PROJECT)
- e) UPPER KRISHNA PROJECT

iv) Hill Allowance :-

Hill allowance in respect of officers/officials working at the following Hilly places in addition to the places where this allowance is being paid shall be paid at the existing rates and subject to the existing conditions:

- a) BHAGAMANDALA
- b) MAHADESHWARA HILLS
- c) B. R. HILLS

v) Construction Allowance :

Construction allowance shall be continued at the existing rates wherever the same is admissible at present.

All other allowances/special pay which are being paid by the Board shall be continued to be paid at the same rates subject to the officers/officials complying with the Rules and Regulations of the Board regarding the grant of that particular allowance/special pay.

By Order

(Sd.) B, L, MAHALINGAPPA
Secretary, KEB

KARNATAKA ELECTRICITY BOARD

Annexure-II to the Board Order No. KEB/B16/4214/80-81, dated 26-9-81
Chief Engineer, Electricity. (General)

Old pay Scale :
Fixed Rs. 2,500/- p.m.

Revised Pay Scale :
Rs. 2,500-125/2-2750

Pay	Pay to be fixed
Rs. 2,500-00	Rs. 2,625-00

Chief Engineers, Electricity

Old Pay Scale :
Rs. 2000-100-2500

Revised Pay Scale :
Rs. 2100-100-2600

Pay	Pay to be fixed
Rs. 2000	Rs. 2100+25
2100	2200+25
2200	2300+25
2300	2400+25
2400	2500+25
2500	2600+25

Superintending Engineers/Controller of Accounts

Old Scale :
Rs. 1525-75-1900-100-2100

Revised Scale :
Rs. 1600-75-1900-100-2300

Pay	Pay to be fixed
Rs. 1525	Rs. 1600+50
1600	1675+50
1675	1750+50
1750	1825+50
1825	1900+50
1900	2000+25
2000	2100+25
2100	2200+25

Executive Engineers/Dy. Controllers of Accounts.

Old Pay Scale :

Rs. 1300-75-1900-100-2000

Revised Pay Scale :

Rs. 1450-75-1900-100-2200 ✓

pay	Pay to be fixed
Rs.	Rs.
1300	1450
1375	1450+50
1450	1525+50
1525	1600+50
1600	1675+50
1675	1750+50
1750	1825+50
1825	1900+50
1900	2000+25
2000	2100+25

Assistant Executive Engineers

Old Pay Scale :

Rs. 850-50-1000-60-1300-75-1675

Revised Pay Scale :

Rs. 950-50-1000-60-1300-75-1825 ✓

Pay	Pay to be fixed
Rs.	Rs.
850	950
900	1000
950	1060
1000	1120
1060	1180
1120	1240
1180	1300
1240	1300+65
1300	1375+50
1375	1450+50
1450	1525+50
1525	1600+50
1600	1675+50
1675	1750+50

Accounts Officers|Asst. Secretary (Board)

Old Pay Scale

Rs. 900-50-1000-60-1300-75 1750

Revised Pay Scale

Rs. 1000-60-1300-75-1900 ✓

Pay	Pay to be fixed
Rs.	Rs.
900	1000
950	1060
1000	1120
1060	1180
1120	1240
1180	1300
1240	1300+65
1300	1375+50
1375	1450+50
1450	1525+50
1525	1600+50
1600	1675+50
1675	1750+50
1750	1825+50

Asst. Engineers (Graduate) (Elect) & (Civil), Asst.-
Accounts Officers and Senior Personal Assistants.

Old Scale
Rs. 720-30-780-50-1030-60-1330-75-1405

Revised Pay Scale
Rs. 780-50-1030-60-1330-75-1630 ✓

Pay	Pay to be fixed
Rs. 720	Rs. 780
750	830
780	830
830	880
880	980
930	1030
980	1090
1030	1150
1090	1210
1150	1270
1210	1330
1270	1330+65
1330	1405+50
1405	1480+50

Labour Welfare Officer

Old Pay Scale :

Rs. 660-30-780-50-1030-60-1330

Revised Pay Scale :

Rs. 780-50-1030-60-1330-75-1630

Pay	Pay to be fixed
Rs. 660	Rs. 780
690	780
720	780
750	830
780	830
830	880
880	980
930	1030
980	1090
1030	1150
1090	1210
1150	1270
1210	1330
1270	1330+65
1330	1405+50

-
- Read :
1. Memorandum of settlement dt. 31-12-1980 entered into between the Management and KEB Employees Union agreeing among other things that the question of grant of increment to those workmen who reach the maximum in the revised pay scales during the period of settlement would be discussed later. This settlement is valid for a period of 5 years with effect from 1-4-1980.
 2. Record notes of discussions dt. 25-1-84 between the Management and the representatives of KEB. Employees' Union.

3. Board Resolution No. 16631 dt. 9-3-1984 according approval for grant of Annual Stagnation increments-limiting to total two increments effect from 1-4-80.

4. Discussions dt. 22-5-1984 between the Management and the representatives of the KEB Employees' Union. The representatives of the Union indicated during the discussions that they were not satisfied with the decision of the Board vide Resolution No. 16631 dt. 9-3-84 and requested for reconsideration of the decision. Therefore, the communication of the order as per Board Resolution dated 9-3-1984 was deferred.

5. Board Order No. KEB/B16.5624/79-80 dt. 3-1-81 sanctioning revised pay scales of workmen effective from 1-4-1980.

6. Board Order No. KEB/BPO.5/76-77 dated 12-3-77 and 27-7-79.

7. Board Resolution No. 16855 dated 15-11-1984.

ORDER NO. KEB/B. 16/5624/79-80, BANGALORE, DATED 29-11-1984.

Board is pleased to accord approval for the following :

In the case of workman who reaches the maximum of the scale during the period from 1-4-1980 to 31-3-1984, the scales will be elongated in respect of that workman as personal to him during 1-4-1980 to 31-3-1984 by the grant of increments at the same rate as last drawn, subject to the condition that no further increments under this scheme will be sanctioned after the workman has moved over to the next higher scale under the time bound scheme. This is not applicable in those cases where a workman reaches the maximum of the scale after 31-3-1984.

By Order,
Sd/- Secretary, KEB.

READ : 1. Board Order No. KEB/B16 BP07/76-77 dt. 21-10-80 according approval for the grant of stagnation increments to the non-workman.

2. Representation of Shriyuth : 1. T. N. Mahabalaraj, Superintending Engineer, El., (Additional Secretary), and V. Mallanna, Superintending Engineer, El., stating that they would have drawn more pay than Superintending Engineer, El., had they continued in the lower cadre and earned the second stagnation increment but for their promotion to the higher cadre.

3. U.O. Note dt. 20-8-84 of the Financial Adviser & Chief Accounts Officer.

4. Board Resolution No. 16834 dt. 18-10-84 and 15-11-84.

ORDER NO. KEB/SA III/8140/84-85 BANGALORE DATED 3-12-1984.

Approval is accorded for the grant of the second stagnation increment to the non-workmen from the dates they would have earned the same in the normal course and to fix their pay in the higher cadre, at the stage they would have drawn in the lower cadre including stagnation increment, on certification that they would have continued in the lower cadre and got the stagnation increment but for their promotion to the higher cadre.

Necessary amendments to BESR will be issued separately.

By order
Sd/- Secretary, KEB.

Copy of Letter No. CF/Sn. 8/AAO/Cys. 149 dt. 16-1-1985 from the Controller (Finance), Bangalore and addressed to this office etc.

Sub : Elongation of scale in respect of Workmen.

Ref : B.O. No. KEB/B16/5624/79-80 dt. 29-11-84.

Cases have come up from the unit offices, whether the increment sanctioned over and above the maximum scale of the employees due to elongation of scale for having stagnated in the particular scale is to be treated as separate entity as elongation increment or to fit in the incremental slab if represents. This aspect has been examined with reference to the earlier elongation order which was issued in connection with the revision of pay scales of 1976 and found that the increment so sanctioned under this scheme is to be fitted as if the employee earned the increment in the running scale, without being treated an elongation increment/stagnation increment. Hence, the same procedure may be followed while sanctioning increment under this scheme.

Copy of Letter No. KEB/B16/5640/80-81 dt. 5-6-1985. from the Secretary, KEB, Bangalore.

Sub : Revision of pay scales with effect from 1-4-1980 Refixation with additional increment in respect of Non-Workmen-Reg.

Ref : Circular Letter No. A/AOE/AAO1/E. 3/Cys. 85/83-84-dt. 24-6-83 from the Chief Engineer, Electy., (Genl.) KEB, Bangalore.

The Chief Engineer, Electy., (Genl.), KEB in his Circular cited above has issued clarifications regarding fixation of the pay of non-workmen in accordance with

the fixation formula as per B.O. No. KEB/B16/4214/80-81 dt. 26-9-81 and 7-9-82 with effect from 1-4-1980 and sanction of the additional increment as per the standing orders-government sanction of the same and refix the pay after sanction of additional increment but before 31-3-1981 viz. on the date of accrual of annual increment by sanctioning the increment that is due. The Chief Engineer, Electy., (Genl.) has also furnished a typical case showing the mode of pay fixation as detailed in the above circular.

In this connection, it is clarified that part II fixation of pay has to be done only if it is advantageous to the Official and not otherwise and the benefit of part II fixation shall be limited only to cases which get monetary advantage because of those fixations, without taking into account the additional increment sanctioned. An illustration showing the cases where it is advantageous to give part II fixation and where it is not advantageous to give part II fixation is appended below :

ILLUSTRATION

Pay as on 1-4-80 in the pre-revised scale Rs. 750/-

Part I Fixation

Pay as on 1-4-80	Rs. 750/-
Add service weightage as per B.O. No. B16/4214/80-81 dt. 26-9-81 and 7-9-82 i.e. 6% of the basic pay	Rs. 45/-

	Rs. 795/-
Next stage in the revised scale of Rs. 780-1630 as on 1-4-80.	Rs. 830/-
Sanction of Addl. increment with effect from 24-4-80	Rs. 50/-
Pay as on 24-4-80	Rs. 880/-

Part II Fixation

(1st Sept. is the date of Annual increment)

Pay as on 1-9-79/1-4-1980	Rs. 750/-
Add Annual increment on 1-9-80	Rs. 30/-

Pay as on 1-9-80 in the pre-revised scale	Rs. 780/-
Add 6% weightage as per B.O. dt. 26-9-81 and 7-9-82.	Rs. 46.80

	Rs. 826-89

Next stage in the revised scale
Add Additional Increment

Rs. 830-00

Rs. 50-00

Rs. 880-00

Pay as on 1-9-1980

Part II fixation (on the date of earning increment) is not advantageous in this case due to the fact that the employee will pay Rs. 880/- as per Part I fixation with effect from 24-4-1980 itself. In such case the date of future increments will be 1st of April.

All concerned Officers are directed to review the pay fixation done according to the Chief Engineer, Elect., (Genl.)'s Circular No. A/AOE/AA01/E43/Cys. 85/83-84 dt. 24-6-1983 and wherever wrong fixations have been made it should be rectified and the pay fixed correctly in the light of the illustrations given above and arrange for recovery of over payments, if any.

-
- READ :**
1. Board Order No. MSEB/BPO-25/73-74 dt. 11-7-1973, sanctioning payment to families of workers involved in fatal accident.
 2. Memorandum of Settlement under Section 12(3) of I.D. Act, 1947 (Settlement Clause IX (iv) dated 31-12-1980.
 3. KEBEU Letter No, KEBEU/3805/81 of 17-12-1981.
 4. Record note of discussions of the meeting held on 5-1-1982 with the KEB Employees Union (Reg. No. 659):

5. FA & CAO's U.O. Note No. FA and CAO/T/662 dated 19th January, 1982.

Board Order No. KEB/B16/8041/81-82 Bangalore, Dated : 25th January. 1982.

Board is pleased to sanction the following scheme for accident grant to workmen in terms of Clause IX (iv) of Memorandum of Settlement dated 31st December, 1980, with the Union.

The scheme will cover workmen who sustain serious injuries in the course of duty requiring hospitalisation.

The amount of accident grant admissible would be as follows :

- i) Rs. 100/- where the worker is hospitalised for a period upto Seven days.
- ii) Rs. 200/- in cases of hospitalisation for a period more than seven days.

The Executive Engineer/Superintending Engineer should arrange to draw the amount by preparing a proforma bill giving brief relevant particulars of the Accident. A certificate should be recorded that the workman has been hospitalised, mentioning the period of hospitalisation. As the quantum of grant varies with the period of hospitalisation, the Executive Engineer/Superintending Engineer should arrange to have a sum of Rs. 100/- paid simultaneously with filing the accident report the balance being paid after the position in regard to duration of hospitalisation becomes clear. Where a supplementary payment is thus made, it should be certified on the bill that the period of hospitalisation exceeds one week. After the amount is disbursed the Executive Engineer El. Superintending Engineer., should obtain an acquittance from the workmen to whom the payment is made and file it for verification.

All payments of accident grants should be debited to HP 7 (a) 2/GA 2 D g (iv).

In deserving cases where the period of hospitalisation exceeds seven days, the Zonal Chief Engineers,/Chief Engineer, (Major Works) are authorised to sanction recoverable advances of an amount not exceeding one month's basic pay to cover the cost of the treatment which the sanctioning authorities should ascertain before hand. The amount of the advance will depend on the cost of the treatment. The advance will be recovered in five instalments commencing from the pay for the month in which the workman resumes duty.

The advance when granted will be debited to A7 Medical Advances and recoveries will be credited to the same head. The Accounts of the recoveries of the advances will be maintained in the Division/Circle from which the payment is made.

This scheme will come into force with effect from 1st January, 1982.

By Order, Sd/- Secretary, KEB,

Copy of letter No. KEB/B16/7214/80-81 dt. 13th April 1982 from the Secretary, KEB, Bangalore and addressed to FA CAO B'lore & etc.

Sub: Fixation of pay on promotion and absorption of Personal Pay.

Adverting to Order No. KEB/B16/4214/80-81 dt. 26-9-1981, I am directed to state that in accordance with Rule 2 (ii) if the total of the existing basic pay and weightage fails at a stage, or in between two stages of the revised scale, pay shall be fixed at the next higher stage, but limited to a maximum benefit of Rs. 125/- per month, the difference being treated as personal pay wherever applicable that is in the case where the benefit so arrived at is more than Rs. 125/- the pay should be fixed at the lower stage and the difference between the stage so fixed and Rs. 125/- be treated as Personal Pay. Such Personal Pay will continue to be drawn by the Officer till his pay is refixed either on the next revision of pay scales or till his promotion to a higher post, whichever is earlier.

Now cases have been referred to the Board wherein the whole of Personal Pay cannot be absorbed fully on promotion of an employee and a portion of the Personal Pay on Promotions is left over unabsorbed. Whereas it is reasonable that an employee on promotion shall not get a pay less than what he was getting before promotion, it is hereby clarified that the unabsorbed portion of Personal Pay shall be continued till his next promotion or revision of scales of pay, whichever is earlier.

A typical example is shown below for guidance :

Pay fixed on Revision of pay scale with effect from 1-4-80 as Asst. Engr. (El.) in scale Rs. 780-50-1030-60-1330-75-1630.

Rs. 1,405 + 50 P.P.

Pay fixed on promotion as Asst. Exec. Engr. (El.) with effect from 22-7-80 in scale Rs. 950-50-1000-60-1300-75-1825.

Rs. 1,450 + 5 P.P.

Rs. 5 to be continued as P.P. till next revision of pay scales or till next promotion whichever is earlier.

READ . 1. Memorandum of settlement dated 31-12-1980 in the matter of revision of pay scales with effect from 1-4-1980 and other allied matters. Among other things it was agreed that the demand of the Union regarding grant of higher pay scales

to Tracers Blue Printers as in the Statement Government shall be considered later after verifying the orders issued by the State Government in this behalf.

2. Order No. KEB/B16.5624/79-80 dated 3-1-1981 according approval for the revision of the pay scales of workmen with effect from 1-4-1980 as detailed therein. The pay scale for tracer/Blue Printers and Assistant Draughtsman were revised, among other things, with effect from 1-4-1980 as follows ;

Tracer/Blue Printer	Rs. 415-15-430-20-530-25-630-30-780
Assistant Draughtsman	Rs. 450-20-530-25-630-30-780-50-930

3. Letter No. KEBEU/3305 dated 17-12-81 of the General Secretary KEB Employees' Union (Reg. No. 659) requesting to implement the settlement arrived in the Memorandum of Settlement dated 31-12-80 referred to above.

4. Record notes of discussions held on 25-1-82 between the Management of KEB Employee's Union representatives.

Order No. KEB/B16.5624/79/80 Bangalore, Dated 19th Feb. 1982.

After careful consideration of the matter, the Board is pleased to extend the pay scale of Rs. 450-20-530-25-630-30-780-50-930 applicable to assistant Draughtsman to Tracer/Blue Printers, with effect from 1-4-1980. The grant of above higher scale to Tracers/Blue Printers shall not be construed as promotion. Even after the grant of higher scale of Rs. 450-930 to Tracers/Blue Printers, the job description and designation of Tracers/Blue Printers will continue unchanged.

Necessary amendment to R&P regulation will be issued separately.

By Order,
Sd/- for Secretary, KEB.

READ : Board Order No. KEB/B16/8041/81-82 dt. 25-1-82 and 16-2-82 sanctioning scheme of accident grant to workmen of KEB.

2. Board Order No. KEB/B16/8041/81-82/1-9-82 sanctioning the scheme of accident grant to the TTR/Casual labourers.
3. The Lr. No. KEB//2929/82/16-9-82 from the Gen. Secretary KEB Employees' Union, B'lore requesting for extending benefit of accident grant to the TTR/ Casual labourers with effect from 1-1-82 instead of 1-9-82 on the same apology as that of other workmen.
4. Board's resolution No. 15749 dated 25-11-82.

Order No. KEB/B16/8041/81-82

Bangalore, Dated 24-12-82.

Board is pleased to accord approval to sanction the scheme of accident grant to the TTR/casual labourers with effect from 1-1-1982 instead as 1-9-1982 ordered in Board 8041/81-82 dt. 1-9-1982

By Order,
Sd/- Secretary, KEB.

Copy of Corrigendum No. KEB/B16/8041/81-82 dt. 16-2-82 from Secretary, Cauvery Bhavan, Bangalore-560009.

Para 3(i) of the Board Order No. KEB/B16/8041/81-82 dt. 25-1-82 substituted as follows :

“Rs. 100/- where the worker is hospitalised for a period upto and inclusive of seven days”

Copy of letter No. KEB/B16/4014/80-81 dated 25th May 1982 from the Board Secretariat, KEB, Bangalore addressed to the Chief Engineer, Elec (General), KEB, Bangalore.

Sub : Regulation of pay during the probationary period in respect of recruited candidate before 8-3-1977 in the revised scale of pay from 1-4-1980.

Ref : Your Letter No. A/AOE/EA. 1/EA. 3/28059 dated 22-3-82.

I am directed to communicate approval to fix the pay as on 1-4-1980 allowing the weightage benefit on the lines prescribed in B.O. No. KEB/B16/4214/80-81 dated 26-9-81 in respect of those Asst. Engineers. El., who recruited prior to 8-3-1977 and who were still on probation on 1-4-1980. The Chief Engineer, -Elec. -(General) is authorised to consider individual case on its merits.

ORDER NO. KEB/B. 16/4214/80-81, BANGALORE, DATED 7TH SEPT. 1982.

In partial modification of Board Order No. KEB/B. 16/4214/80-81 dated 28-8-82. Board is pleased to accord approval for relaxing the maximum benefit ceiling of Rs. 125/- Accordingly, the pay of the Officer officials shall be refixed with effect from 1-4-1980 without reference to Annexure-2 appended to the Order No. B. 16/1214/80-81 dated 26-9-1981 delineating the fixation of pay. However, an officer/official may be given an option to continue under the existing rules regulating grant of fitment with maximum benefit ceiling of Rs. 125/-. Option shall be exercised within one month

from the date of this order and option once exercised shall be final and irrevocable.

By order

Sd/- Secretary, KEB.

Board order No. KEB/A4/A5/ 5617/65. 66 dtd. 7-8-65 fixing the wages payable to the men borne on temporary time roll in the Board.

2. Board order no. A11. 834/70-71 dated 18-6-70 approving the payment of increment to the men borne on TTR as detailed therein.

3 Board order no. MSEB/BPO. 23/73-74/2-6-73 according approval to increase the daily wages by 30p. to all the workers borne on temporary time roll with effect from 1-5-73.

4. B.O. No. BPO/86/73-74/8-3-74 according approval for payment of interim relief of Rs. 30/- per month with effect from 1-10-73 and directed the payment of interim relief to workmen, the term 'Workmen' shall be defined under Section 2 (s) of the ID Act, 1947 drawing salary i.e wages upto Rs.750/-per month and includes the men borne on TTR/Workcharged establishment.

5. B. O. No. KEB/BPO/B16.753/76-77 dt. 26-4-76 according approval for sanction of interiem relief to the employees of the Board with effect from 1-4-76 as detailed therein, and also indicating the rate of interim relief payable for the daily rated employees as detailed in Annexure-II appended to the Board order.

6. Letter dated 18-10-82 from the Gen. Secretary, KEB employees' Union; proposing for revision of wages of TTR/Casual labourers with effect from 1-4-82.

7. Conciliation proceedings held before the Commissioner of Labour and State Conciliation Officer, Bangalore on 23-3-83.

Order No. KEB/Clo/B 14. 5239/82-83 Bangalore, Dated : 16th April 1983

Approval is accorded to revise the daily wages payable to the TTR/Casual labourers with effect from 1-4-1983 as follows.

Unskilled labourer	Consolidated wages	Rs. 15/- per day (Rs Fifteen)
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The rate of annual increment will be 40 paise (forty paise). The TTR/Casual labourers will not be entitled to D.A.

- Note : 1) The consolidated daily rate of wages as stated above has been computed by dividing the total monthly wage of 26 and rounded off to the nearest rupee.
2) All other terms and conditions of service remain unchanged.

Read : 1) Board Order No. B16/5415/79-80 dated 21-7-1979 according approval for payment of Rs. 20/- for purchase of one pair chappal by certain category of employees of the Board.

2) Joint representations received from some of the (group D) employees requesting to enhance the amount of Rs. 50/- for purchase of chappals consequent to abnormal rise in the cost price of the Chappals.

3) Letter No. A/AOG/A1/19513/27-12-1982 of the Chief Engineer, Eley (G) informing that a sum of Rs. 20/- which is being paid for purchase of Chappals to (group D) employees is insufficient in view of considerable hike in the prices of the same and in the circumstances opining that the amount of Rs. 20/- may be raised to Rs. 35/- for the above purpose.

4) U.O. Note No. 362 dated 5-2-1983 of the F.A. and C.A.O. KEB.

Order No. B4/B16/6009/82-83

Bangalore dated 29-4-1983.

Board is pleased to accord approval for enhancement of purchase price of Chappal from Rs. 20/- to Rs. 25/- (Rs. Twenty five only) per pair per year to such of the employees who are eligible for the same.

By Order
Sd/- Secretary. KEB.

Read : Conciliation proceedings held on 23-3-1983 between the Management of KEB and KEB Employees' Union (Reg. No. 659) before the Commissioner of Labour, Bangalore.

Order No. KEB/CLO.B14/5239/82-83

Bangalore, Dated 26th March 1983

Board is pleased to accord approval for payment of a sum of Rs. 100/- (One hundred only) as Exgratia to each of the Casual/TTR Labourers who have completed 240 days of service as on 1-4-1983.

By Order
Sd/- Secretary, KEB

Copy of Lr. No. KEB/B16/4655/80-81/10-3-83 from the Secretary, Cauvery Bhavan, Bangalore addressed to CEE (G) Bangalore and etc.

Sub : "Fixation" of pay of inservice personnel appointed against direct recruitment.

Ref. : T.O. Circular, Lr. No. even No. dated 19-1-83.

With reference to the above subject, I am directed to state that the words "only the minimum of post" appearing after the word "gets" in the third line of para two of this office circular letter of even No. dated 19-1-83 may be deleted and the following shall be substituted:

"the pay fixed at one increment below the minimum of the time scale of the post wherever probationary period is prescribed".

The other contents of the circular letter dated 19-1-83 remain unaltered.

Copy of letter No. B16/4214/80-81, dated 6-10-1981, from the Board Secretariat, P. B. No. 5324, Cauvery Bhavan, Bangalore-9, addressed to All The Chief Engineers, Electy., All the Superintending Engineers, El., All Executive Engineers, El, and etc.,

Sub: Regulation of pay during the probationary period in respect of recruited candidates in the revised scale of pay from 1-4-80.

I am directed to communicate approval to allow pay in the case of Officers/ Officials recruited to Board service prior to 1-4-80 and continuing on probation on 1-4-1980 and also in the case of the employees appointed to Board service on and after 1-4-80 at an amount equal to one increment less than the minimum of the revised time scale of pay of the post to which the employees are appointed, with effect from 1-4-1980, or from the date of appointment, whichever is later. After declaration of satisfactory completion of probation by the competent authority such employees shall be

started on the minimum of the time scale of the post from the date of declaration of satisfactory completion of probation.

Letter No. AOA/Sn. II/28759 dated 5th November 1981 from the Financial Adviser & Chief Accounts Officer, Cauvery Bhavan, Bangalore to EE Elcl, Hubli.

Sub : Clarification regarding fixing the pay of probationers.

Ref : HBL/AAOII/EA11/P3/13786 dated 28-2-1981.

I write to inform that clarification issued from this office letter No. AOA/Sn. II CYS. 74 dated 28-7-81 is in order. However, next stage may be allowed for fixation of pay as per clause 3C (ii) of B.O. No. KEB/B16/5624/79-80 dated 3-1-1981.

Copy of letter No. KEB/B. 16/4214/80-81 dt. 29-12-1981 from the Secretary, KEB Bangalore-9 and addressed to the Financial Adviser & CAO, KEB Bangalore-9.

Sub : Pay fixation of Sri H. Venkataramaiah, Executive Engineer (Electrical) C/o Chief Engineer, Electricity (General), Bangalore.

Ref : Your Letter No. AOA/Sn. II/2974 dated 3-11-1981

With reference to your letter dated 3-1-1981 I am directed to clarify that the re-fixation of pay as per para 2 (iii) of the Board Order No. KEB/B16/4214/80-81 dated 26-9-1981, need not be given effect to, if the same is disadvantageous to any Officer/Official. However, the next increment with effect from 1-4-1981 may have to be allowed after fixing the pay of the Officer/Official as on 1-4-1980 in accordance with para 2(i) and (ii) of the said Board Order dated 26-9-1981.

A typical example is shown below for guidance :

Asst. Exec. Engineer, El., drawing pay as noted below in the pre-revised scale of Pay 1980 Rs. 1300-75-1900-100-2000.

Rs. 1825 with effect from 1-3-80.

Rs. 1900 w.e.f. 1-3-1981.

Pay of the Exec. Engineer, El., in the revised scale of 1980 Rs. 1450-75-1900-10-2200 to be fixed as per Board Order dated 26-9-1981.

Rs. 1900 + 50 PP w.e.f. 1-4-1980

Rs. 2000 + 50 PP w.e.f. 1-4-1981

(After sanctioning subsequent increment)

Note: Since re-fixation of pay at Rs. 2000
+25 PP with effect from 1-3-
1981 is disadvantageous to the
Officer.

0197

KARNATAKA ELECTRICITY BOARD

READ:

1. Board order No.MSEB/A1.6435/69-70 dated 15.1.1970
2. Board order No.MSEB/BPO.261/72-73 dated 20.3.1973
3. Board order No.MSEB/BPO.86/73-74 dated 8.3.1974
4. Board order No.MSEB/BPO/B16.753/76-77 dated 26.4.1976
5. Board order No.KEB/B16.5295/76.77 dated 8.12.1976
6. Board order No.KEB/B16.5584/76.77 dated 9.12.1976
7. Board order No.KEB/BPO.5/76.77 dated 12.3.1977
8. Memorandum of Settlement dated 8.3.1977 and 31.12.1980 entered into between the K.E.B and the KEB Employees' Union (Reg.No.659) regarding revision of pay scales of workmen and other allied matters with effect from 1-4-1976 and 1-4-1980.
9. Board order No.KEB/B16.5624/79-80 dated 3.1.1981;
10. Board order No.KEB/B16.5816/82-83 dated 4.3.1983;
11. Board order No.KEB/B16.5816/82-83 dated 15.11.1983;
12. Board order No.KEB/B16.6134/82-83 dated 4.3.1983;
13. Board order No.KEB/B16.6780/85-86 dated 14.8.1985 sanctioning D.A. with effect from 1-1-1985;
14. Board order No.KEB/B16.6995/85-86 dated 31.10.1985 sanctioning D.A with effect from 1-5-1985;
15. Letter No.KEBEU/Cys.12/85 dated 11.3.1985 from the General Secretary,KEBE Union submitting Charter of Demands for revision of pay scales and other allied matters with effect from 1-4-1985.
16. Memorandum of Settlement dated 30.12.1985 between the K.E.B and the KEB Employees' Union (Reg.No.659) regarding revision of pay scales of Workmen and other allied matters with effect from 1-4-1985;
17. Board Resolution No.17136 dated 17.1.1986

ORDER NO.KEB/B16.4088/84-85

BANGALORE, DATED: 31st JAN.1986

Board is pleased to approve the Revision of Pay Scales as set out in Annexure-I, appended, by merging the component of Dearness Allowance at 504 AICPI points (1960 = 100) (i.e. Dearness Allowance arrived at on the existing Basic pay + M.D.A sanctioned as per Board order No.KEB/B16.3805/84-85 dated 31-5-1984 as on 1-8-1983 and Board order No.

KEB/B16,4134/84-85 dated 2-2-1985 relaxing the maximum limit of D.A) with the existing Basic pay in respect of workmen who have been appointed to various posts against direct recruitment, by absorption and by promotion subject to the following conditions:

1. DATE OF EFFECT:

The Revised Pay Scales shall come into force from 1-4-1985.

The Revised Pay Scales shall not apply in the cases of workmen working on Temporary Time Rolls i.e. Casual labourers appointed on Daily wage basis.

3. The Mergeable Dearness Allowance introduced from 1-4-1982 in Board order No.KEB/B16.5816/82-83 dated 4.3.1983 shall cease to exist from 1-4-1985 as a separate item. Consequently, Board order No.KEB/B16.5816/82-83 dated 4.3.1983 regulating Dearness allowance, House rent allowance, City compensatory allowance etc., on the basis of Mergeable Dearness Allowance shall cease to be effective with effect from 1-4-1985.

4. The Workmen recruited to Board Service against direct recruitment quota in respect of categories of posts as set out in Annexure-I on or after 1-4-1985 shall be started at the minimum of the time scale of the post against which they are appointed.

5. If a workman were to reach the maximum of the time scale during the period of the settlement dated 30.12.1985, the scale will be elongated in respect of that workman as personal to him till the date of signing the next settlement with the KEB Employees' Union(Reg.No.659).

6. PAY FIXATION AND SERVICE WEIGHTAGE:

(I) The initial pay of the workmen to whom the Revised Scales of pay apply shall be fixed in that scale as on 1-4-1985 in the following manner:

(i) To the existing Basic Pay(Existing Pay shall be arrived at after taking into account the annual

(v) to those workmen who have put in not less than 15 (fifteen) years but below 20 (twenty) years of service in Regular/Maintenance/Workcharged Establishment as on 1.4.1985.

... Rs.55/-
(fiftyfive)

(vi) to those workmen who have put in 20 (twenty) years of service and above in Regular/Maintenance/Workcharged Establishment as on 1.4.1985.

... Rs.70/-
(seventy)

NOTE:- Such of the workmen whose annual increments were due on 1-4-1985 but not sanctioned in terms of the elongation clause in the existing scales (as approved in Board order No.KEB/916.5624/79-80 dated 29.11.1984) are now to be granted their annual increments in relaxation of the said elongation clause and the annual increment referred to in item 6(I)(i) supra covers such increments also.

Similarly, at the time of refixation also vide item 6 of clause II (iii) below, such annual increments are granted by relaxing the said elongation clause and then the pay refixed as detailed therein.

(II) After adding the component of Dearness allowance at 504 AICPI points, minimum guaranteed benefit and the service weightage as detailed above to the existing basic pay, the amount so arrived at shall be the "Revised Basic Pay". The revised basic pay shall be fixed in the revised scales effective from 1st April, 1985, as follows:-

(i) If the Revised ^{Basic} pay happens to be less than the minimum of the Revised scale, the basic pay shall be fixed at the minimum of the revised scale.

(ii) If the Revised Basic pay happens to be one of the stages in the revised scale or is in between two stages of the revised scale, it shall be fixed at the next higher stage in the revised scale.

..5

increment due, if any, elongation increment due as on 1-4-1985 in the existing scale, including personal pay, if any) add the following:

(a) The component of Dearness Allowance at 504 AICPI points on the existing basic pay (i.e. Dearness allowance arrived at on the existing pay PLUS Mergeable Dearness allowance as per the Board order No.KEB/B16.3805/84-85 dated 31.5.1984 as on 1.8.1983 and Board order No. B16.4134/84-85 dated 2-2-1985, relaxing the maximum limit of Dearness allowance);

P L U S

(b) Minimum Guaranteed Benefit of Rs.80/- (Eighty)

P L U S

(c) Service weightage at the following rates:

(i) to those workmen who have put in less than 3 (three) years of service in Regular/Maintenance/Workcharged Establishment as on 1-4-1985. ... ~~NIL~~

(ii) to those workmen who have put in not less than 3 (three) years but below 5 (five) years of service in Regular/Maintenance/Workcharged Establishment as on 1.4.1985. ... Rs.20/- (Twenty)

(iii) to those workmen who have put in not less than 5 (five) years but below 10 (ten) years of service in Regular/Maintenance/Workcharged Establishment as on 1.4.1985. ... Rs.30/- (Thirty)

(iv) to those workmen who have put in not less than 10 (ten) years but below 15 (fifteen) years of service in Regular/Maintenance/Workcharged Establishment as on 1.4.1985. ... Rs.40/- (Forty)

(iii) In the case of a workman, who but for his/her fixation of pay in the revised scale, would have earned normal increment/elongation increment in the case of those who reach the maximum of the scale in the existing scale in ^{the} usual course subsequent to 1-4-1985 but before 1-4-1986, his/her pay in the revised scale shall, if advantageous to him/her, be refixed from the date of his/her earning such increment in accordance with the aforesaid pay fixation formula. In such cases, the service weightage admissible shall be determined on the basis of the total service of the workman as on the date of the actual accrual of these increments after 1-4-1985 but before 1-4-1986.

The pay of the workmen may be fixed in the revised scales of pay as per the Ready reckoner enclosed to this order vide ANNEXURE-II.

7. DEARNESS ALLOWANCE:

The payment of Dearness Allowance to the workmen on the pay so fixed in the revised scales, shall be regulated at the following rates from 1st April, 1985 and onwards. All other existing conditions for payment of Dearness allowance except the rate shall be continued to be applicable for regulating the payment of the same from 1-4-1985 and onwards.

Rate of Dearness allowance payable with effect
from 1-4-1985:

- a) For workmen drawing basic pay upto Rs.1,000/- per month. 14.4% of Basic pay

(iv) In the case of workmen who are drawing basic pay of Rs.1,020/- and below per month and provided with Board's quarters, no recovery towards House Rent shall be made from 1-4-1985 and they will not be entitled to payment of any House Rent Allowance.

9. CITY COMPENSATORY ALLOWANCE:

The payment of City Compensatory Allowance shall be regulated at the existing rates as prescribed in Board order No.KEB/B16.6134/82-83 dated 4.3.1983 with the modification that the existing pay limit of Rs.630/-prescribed in the above order for the payment of City Compensatory Allowance shall be revised to Rs.1,050/- (Rupees One thousand and fifty) from 1st April,1985 and the payment of City Compensatory Allowance shall be regulated accordingly from 1-4-1985 and onwards.

10. OTHER ALLOWANCES:

1. Allowances as indicated below shall be paid to the categories of workmen indicated against each Allowance at the rates mentioned against each with effect from 1st April,1985 subject to the workmen complying with the Rules and Regulations of the Board regarding grant of that particular Allowance and he/she being eligible thereto as per the existing Rules.

(i) Cash Duty Allowance:

(a) Cash Duty Allowance shall be paid at Rs.40/- (forty) per month to those who are in-charge of Cash duty.

(b) Those who work as substitutes when regular Cashier who is in-charge of Cash Duty proceeds on Casual leave and other kinds of leave not exceeding seven days, will be paid at Rs.10/- (ten) per working day subject to a maximum of Rs.40/- (forty) per month.

(ii) Special pay to Typists:

Special pay to Typists shall be paid at Rs.45/- (fortyfive) per month.

(iii) Special pay to Junior Personal Assistants:

Special pay to Junior Personal Assistants shall be paid at Rs.65/-(sixty five) per month.

(iv) Special pay to Senior Personal Assistants:

Special pay to all Senior Personal Assistants shall be paid at Rs.85/-(Eightyfive) per month. Consequently the protection of Special pay of Rs.55/-per month. (drawn as Junior Personal Assistant) shall cease to be effective from 1st April,1985.

(v) Special pay for Cyclostyling work:

Special pay for Cyclostyling work shall be paid at Rs.20/-(twenty) per month.

(vi) Special pay to Lift attendants:

Special pay to Lift Attendants shall be paid at Rs.45/-(fortyfive) per month.

(vii) Special pay to Drivers:

Special pay to Drivers shall be paid at Rs.45/- (forty five) per month.

(viii) Special pay to Cleaners:

Special pay to Cleaners shall be paid at Rs.35/- (thirty five) per month.

(ix) Special pay to Junior Engineers - Hotlines:

Special pay to Junior Engineers of Hotline works shall be paid at Rs.60/-(sixty) per month.

(x) Special pay to Mechanic Gr.I - Hotlines:

Special pay to Mechanic Gr.I of Hotline works shall be paid at Rs.40/-(forty) per month.

(xi) Special Pay to Mechanic Gr. II - Hotlines:

Special pay to Mechanic Gr. II of Hotline works shall be paid at Rs. 40/- (forty) per month.

(xii) Special pay to Medical staff Group-D employees:

Special pay to Medical staff Group-D employees shall be paid at Rs. 15/- (fifteen) per month.

(xiii) Special pay to Assistant Store Keepers:

Special pay to Assistant Store keepers shall be paid at Rs. 35/- (thirty five) per month;

(xiv) Special pay to Store keepers Gr. II:

Special pay to Store keepers Gr. II shall be paid at Rs. 40/- (forty) per month;

(xv) Special pay to Store Keepers Gr. I:

Special pay to Store keepers Gr. I shall be paid at Rs. 60/- (Sixty) per month.

(xvi) Personal Allowance for Senior Assistants:

Personal Allowance for Senior Assistants (Inspection) shall be paid at Rs. 40/- (forty) per month.

(xvii) Personal Allowance to Assistants who are incharge of safe custody of documents in Financial Adviser & Chief Accounts Officer's office shall be paid at Rs. 40/- (forty) per month.

2. SHIFT ALLOWANCE:

Shift Allowance shall be paid at 5% (five percent) of the pay subject to a minimum of Rs. 2.50ps. (Rupees two and paise fifty) per evening/night shift to all those workmen who may be deployed to the said shift duties including watch and ward and medical staff.

3. CONVEYANCE ALLOWANCE:

(i) Conveyance allowance will be paid as follows, wherever the same is admissible at present:

- a) Motor Cycle Allowance .. Rs.100/- (Hundred) per month
- b) Bicycle allowance .. Rs.25/- (twenty five) per month

(ii) The workmen who are entrusted with the duty of delivery of tappal shall be paid Conveyance allowance at Rs.25/- (twenty five) per month and in case of absence of regular deliverer, the substitute shall be paid Conveyance allowance of Re.1/- (Rupee one) per day subject to a maximum of Rs.25/- (twenty five) per month.

(iii) The Operators/Overseers deputed for meter-reading shall be paid Conveyance allowance at Re.1/- (one) per day subject to a maximum of Rs.25/- (Twenty five) per month.

4. WASHING ALLOWANCE:

Washing allowance shall be paid at Rs.15/- (fifteen) per month wherever the same is admissible at present.

5. SPECIAL LOCALITY ALLOWANCE:

The Special Locality allowance shall be paid at the existing rates wherever the same is admissible at present. However, the existing maximum limit of Rs.150/- (one hundred and fifty) for payment of this allowance shall be revised to Rs.200/- (two hundred) per month with effect from 1st April, 1985.

6. HILL ALLOWANCE:

Payment of Hill allowance in respect of workmen working at the Hilly places where this allowance is being paid subject to the existing conditions shall be paid at the following rates from 1st April, 1985.

- a) workmen drawing basic pay below Rs.675/- per month. Rs.25/- (twenty five) per month.
- b) workmen drawing basic pay of Rs.675/- per month and above. Rs.35/- (thirty five) per month.

7. CONSTRUCTION ALLOWANCE:

Construction allowance shall be paid at the existing rates wherever the same is admissible at present. However, the existing maximum limit of Rs.150/- (one hundred and fifty) for payment of this allowance shall be revised to Rs.200/- (two hundred) per month with effect from 1.4.1985.

8. DIP AND DIVING ALLOWANCE:

Payment of Special allowance to Divers and Dip allowance wherever the same is admissible at present shall be paid at the following rates with effect from 1-4-1985.

- | | |
|---------------------------------|---------------------------------------|
| a) Special allowance to Divers. | .. Rs.30/- (thirty) per month. |
| b) Dip Allowance | .. Rs.15/- (fifteen) per dip per hour |

11. All other allowances/Special pay which are being paid by the Board at present shall be continued to be paid at the same rates subject to the workmen complying with the Rules and Regulations of the Board regarding the grant of that particular allowance/special pay he/she is eligible thereto as per the existing Rules.

12. AMENITIES AND FACILITIES:

(i) The fees payable for the renewal of driving license of the drivers in the Board shall be met out of the Board's funds from 1st April, 1985.

(ii) The reimbursement of the following items shall be revised at the rates indicated against each with effect from 1st April, 1985.

- | | |
|-------------------------|---|
| a) Stitching charges | .. Rs.60/- (sixty) per two sets of Uniform. |
| b) Purchase of Chappals | .. Rs.30/- (thirty) per pair |

c) Purchase of Shoes

Rs.60/-(sixty)

(iii) All employees who are doing duties at lonely places where unexpected bites from snakes and poisonous animals are anticipated, shall be provided with Gumboots. However, the places at which the same have to be provided, would be identified at the discretion of the Board and the same shall be notified separately.

(iv) All Watchmen shall be provided with woollen overcoats in places where it is required, once in two years. However, the places at which the same have to be provided would be identified by the Chief Engineer, Electricity (G1) and Member (Technical) KEB and the same shall be notified separately.

13. The workmen retiring from service from 1st April, 1985 shall be presented with a memento i.e. a "Quartz" wall clock of 25 cms. x 25 cms. size costing between Rs.250/- and Rs.300/-. The presentation of the above memento will be in supersession of the presentation of memento approved in Board order No. KEB/CLO.B16,5740/81-82, dated 4.1.1982. The Chief Engineer, Electricity (General), KEB, will arrange to purchase the memento prescribed above, in sufficient quantities duly following the prescribed purchase procedures and supply the required quantities to the concerned Division/Circle offices after ascertaining their requirements for the accounting year at the commencement of the particular accounting year.

The revision of pay scales is linked to production and productivity. Further, the Board expects that the employees will put forth their efforts for rendering efficient service to the consumer public.

Separate orders will be issued with regard to drawal of pay in the revised scales of pay after fixation and payment of arrears under these orders.

By Order,

A. S. Srinivas
Secretary,
KEB.

To

Shri A. Thimmaiah, Member, KEB, Bangalore
The Chief Engineer, Electricity (G1) KEB, Bangalore
All the Chief Engineers, Electricity, KEB
The Director (Research) KEB, Bangalore
The Chief Vigilance Officer, KEB, Bangalore
The Financial Adviser & Chief Accounts Officer, KEB, Bangalore
The Accountant General, Karnataka, Bangalore (Audit-I)
The Managing Director, Karnataka Power Corporation Ltd., Bangalore
The Chief Electrical Inspector to Government of Karnataka, Bangalore
The Superintending Engineer, El, TBHE Scheme, TB Dam
All the Superintending Engineers, Elecl., KEB
All the Executive Engineers, Elecl., KEB
All the Controllers, KEB
All the Deputy Controllers of Accounts, All Accounts Officers, KEB
The Director, Industrial Training Centre, KEB, Bangalore
The Principal, Training Institute (M) KEB, Bangalore
The Superintendent of Police (V) KEB, Bangalore/Gulbarga
All the Assistant Secretaries, Board Secretariat
All the Assistant Accounts Officers, Board Secretariat
The General Secretary, KEB Employees' Union, Bangalore
PAs to GM/EM/TN/Secretary/Adcl. Secretary.

Kr.

0210

KARNATAKA ELECTRICITY BOARD

ANNEXURE-I
to B.O No. KEB/B16.4088/84-85
Date: 31st Jan. 1985.

REVISED SCALES OF PAY EFFECTIVE FROM 1st APRIL, 1985
TO VARIOUS CATEGORIES OF WORKMEN OF THE KARNATAKA ELECTRICITY
BOARD, WHO HAVE BEEN APPOINTED BY DIRECT RECRUITMENT, BY
ABSORPTION AND BY PROMOTION.

Sl.No.	Designation	Existing scale	Revised scale with effect from 1-4-1985.
1.	Mali Gr. II/Fieldmen Gr. III, Caretaker, Dhobi, Ward Attendant, Sanitary worker, Watchman (Office/Security/Stores) Office Attendant Gr. II.	Rs. 310-5-320-10-370-15-475-20-555	Rs. 610-10-660-15-765-20-865-25-990-30-1140.
2.	Station Attendant Gr. II, Assistant Lineman, Attendant Gr. II (TC) Attendant Gr. II (RT) Attendant Gr. II (MT), Helpers (Stores), Helpers (Workshop), Mali Gr. I, Fieldman Gr. II, Helper (Civil), Maity, Cook, Cleaner/Auto Helper, Security Head Guards.	Rs. 330-10-360-15-435-20-535-25-610	Rs. 640-10-660-15-735-20-835-25-960-30-1200.
3.	Station Attendant Gr. I, Lineman, Attendant Gr. I (TC), Attendant Gr. I (RT), Attendant Gr. I (MT), Store Attendant Gr. I, Driller/Puncher/Cutter/Hammerman/Blacksmith Gr. II/ Machine Operator, Fitter Gr. III, Painter Gr. II/Grinder, Sheet-metal worker/Tinker Gr. II, Carpenter Gr. III, Attendant Gr. I (S) Civil Mate, Plumber-cum-Fitter Gr. III, Bar Bender-cum-Vibrator, Attendant Gr. I, Fieldman Gr. I Maistry Gr. III, Butler, Cook-cum-butler, Attendant Gr. I (Pool Keeper) Jamedar (Watch and Ward), Head Watchman, Darkroom Assistant, Lift Attender, Daftary, Office Attendant Gr. I.	Rs. 355-15-430-20-530-25-630-30-690	Rs. 675-15-735-20-835-25-960-30-1110-50-1360

Sl.No.	Designation	Existing scale	Revised scale with effect from 1-4-1985
4.	Wireman.	Rs. 370-15-430-20-530-25-630-30-750	Rs. 705-15-735-20-835-25-960-30-1110-50-1410.
5.	Station Mechanic Gr. II, Crane Operator Gr. II, Plumber Gr. II, Painter Gr. I, Line Mechanic Gr. II, Mechanic Gr. II (TC) Mechanic Gr. II (RT) Mechanic Gr. II (MT), Maistry Gr. II, Welder Gr. II, Turner Gr. II, Black- smith Gr. I, Carpenter Gr. II Mechanic-cum-Mechanist Gr. II, Painter Gr. I, Fitter Gr. II, Tinker Gr. I, Maistry (Civil) Gr. II, Mason Gr. II, Plumber-cum- Fitter Gr. II, Maistry (Health) Gr. II, Driver Gr. II, Auto Mechanic Gr. II.	Rs. 415-15-430-20-530-25-630-30-780	Rs. 755-20-835-25-960-30-1110-50-1360-60-1540
6.	Junior Assistants/Typists	Rs. 415-15-430-20-530-25-630-30-780-50-930	Rs. 755-20-835-25-960-30-1110-50-1360-60-1720
7.	Station Mechanic Gr. I/ Crane Operator, Gr. I, Plumber Gr. I, Line Mech. Gr. I, Mechanic Gr. I (TC) Mechanic Gr. I (RT), Mechanic Gr. I (MT) Maistry Gr. I, Mechanic- cum-Machinist Gr. I, Fitter Gr. I, Carpenter Gr. I, Turner Gr. I, Welder Gr. I, Maistry (Civil) Gr. I, Mason Gr. I, Plumber Gr. I, Auto Mechanic Gr. I, Operators/Overseers/Meter- readers, Tracer (Civil), Tracer/Blue Printer, Assistant Draughtsman, Assistant Store keeper.	Rs. 450-20-530-25-630-30-780-50-930	Rs. 795-20-835-25-960-30-1110-50-1360-60-1720
8.	Assistant Cable Joiner/ Hotline Mechanic Gr. II.	Rs. 510-20-530-25-630-30-780-50-1030.	Rs. 860-25-960-30-1110-50-1360-60-1660-75-1960

Sl. No.	Designation	Existing scale	Revised scale with effect from 1-4-1985
9.	Assistant/Junior Personal Assistant.	Rs. 510-20-530-25-630-30-780-50-1030-60-1210	Rs. 860-25-960-30-1110-50-1360-60-1660-75-2110.
10.	Cable Jointer, Hotline Mechanic Gr. I, Sr. Mechanic, Sr. Mechanic (TC), Sr. Mechanic (MT), Sr. Mechanic (RT) Instrument Mechanic/Assistant Foreman, Sr. Mechanic (WS), Driver Gr. I, Assistant Foreman (Transport), Store keeper Gr. II, Draughtsman/Draughtsman (Civil)	Rs. 555-25-630-30-790-50-1030-60-1210	Rs. 935-25-960-30-1110-50-1360-60-1660-75-2110
11.	Special Grade Driver, Junior Engineer, Store Keeper Gr. I, Senior Assistant, Senior Draughtsman, Senior Draughtsman (Civil)	Rs. 630-30-780-50-1030-60-1330-75-1405	Rs. 1050-30-1110-50-1360-60-1660-75-2035-100-2435
12.	Merit Grade Mechanic	Rs. 720-30-780-50-1030-60-1330-75-1405	Rs. 1160-50-1360-60-1660-75-2035-100-2435
13.	Assistant Engineer (Non-Graduates)	Rs. 780-50-1030-60-1330-75-1630	Rs. 1260-50-1360-60-1660-75-2035-100-2535-125-2785.

- NOTE: 1. If the designation of any category of workmen is not included in the above, the workmen will be given the revised scale of pay corresponding to his existing scale of pay.
2. If and when the scale of Asst. Engineers (Graduates) is revised, Assistant Engineer (Non-graduates) will also be given the same scale and remuneration.
3. Any workmen borne on Work-charged Establishment will be given revised scale of pay corresponding to his existing scale of pay.

Chaitanya
for Secretary,
KEB

KARNATAKA ELECTRICITY BOARD

ANNEXURE II

Statement showing the fixation of pay as per Board Order.

No. KEB/B16/4088/84-85 dated 31-1-86.

I Old Grade : Rs. 310-5-320-10-370-15-475-20-555

Revised Grade : Rs. 610-10-660-15-765-20-865-25-990
30-1140

Pay in the revised scale

Pay as on 1-4-1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 years and above
1	2	3	4	5	6	7
Rs	Rs	Rs	Rs	Rs	Rs	Rs.
310	610	630	640	650	660	675
315	620	640	650	660	675	690
320	630	650	660	675	690	705
330	640	660	675	690	705	720
340	660	690	690	705	720	735
350	675	705	705	720	735	750
360	690	720	720	735	750	765
370	720	735	750	750	765	785
385	735	765	765	785	805	805
400	765	785	805	805	825	845
415	785	805	825	825	845	865
430	825	845	845	865	865	890
445	845	865	865	890	890	915
460	865	890	890	915	915	940
475	890	915	915	940	940	965
495	915	940	965	965	990	990
515	940	965	990	990	1020	1020
535	990	1020	1020	1020	1050	1050
555	1020	1050	1050	1050	1080	1080

II Old Grade : Rs. 330-10 360-15-435-20-535-25-610

Revised grade : Rs. 640-10,660-15-735-20-835-25-960-
30-1200

Pay as an 1-4-1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 years and above
1	2	3	4	5	6	7
Rs	Rs	Rs	Rs	Rs	Rs	Rs.
330	640	660	675	690	705	720
340	660	690	690	705	720	735
350	675	705	705	720	735	755
360	690	720	720	735	755	775
375	720	755	755	775	775	795
390	755	775	775	795	815	815
405	775	795	815	815	835	860
420	795	815	835	835	860	885
435	835	860	860	860	885	910
455	860	985	885	910	910	935
475	885	910	935	935	960	960
495	935	935	960	960	990	990
515	960	960	990	990	1020	1020
535	990	1020	1020	1020	1050	1050
560	1020	1050	1050	1080	1080	1110
585	1080	1080	1110	1110	1140	1140
610	1110	1140	1140	1140	1170	1170

ANNEXURE-II

Statement showing the fixation of pay
Order No. KEB/B16/4088/84-85 dated: 21st Jan. 1986

Old-Grade: Rs. 355-15-430-20-
530-25-630-30-690

Revised Grade: Rs. 675-15-735-
20-835-25-960-
30-1110-50-1360

Pay in the revised scale

Pay as on 1.4.1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 year and above
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
355	690	705	720	735	755	755
370	720	735	755	755	775	795
385	735	755	775	775	795	815
400	775	795	795	815	815	835
415	795	815	815	835	860	860
430	815	835	860	860	885	885
450	860	885	885	885	910	935
470	885	910	910	935	935	950
490	910	935	960	960	990	990
510	935	960	990	990	990	1020
530	990	990	1020	1020	1020	1050
555	1020	1050	1050	1050	1050	1080
580	1050	1090	1080	1080	1080	1080
605	1110	1110	1150	1110	1110	1160
630	1160	1160	1160	1160	1160	1160
660	1160	1210	1210	1160	1210	1210
690	1210	1210	1210	1210	1210	1260

Angaikwad
for Secretary,
KEB.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

Statement showing the fixation of Pay as per Board Order

No. KEB/316/4088/84-85 dated 31st Jan. 1986

Old Rs. 370-15-430-20-530- Revised Rs. 705-15-735-20-835-
Grade: 25-630-30-750. Grade : 25-960-30-1110-50-1410.

Pay in the revised Scale

Pay as on 1-4-1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 years and above
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
370	720	735	755	755	775	795
385	735	755	775	775	795	815
400	775	795	795	815	815	835
415	795	815	815	835	860	860
430	815	835	860	860	885	885
450	860	885	885	885	910	935
470	885	910	910	935	935	960
490	910	935	960	960	990	990
510	935	960	990	990	990	1020
530	990	990	1020	1020	1020	1050
555	1020	1050	1050	1050	1080	1080
580	1050	1080	1080	1110	1110	1150
605	1110	1110	1160	1160	1160	1160
630	1160	1160	1160	1160	1210	1210
660	1160	1210	1210	1210	1210	1260
690	1210	1210	1210	1260	1260	1260
720	1210	1260	1260	1260	1260	1310
750	1260	1260	1310	1310	1310	1310

Singh
For Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

Statement showing the fixation of pay as per Board Order
No. KEB/B16/4088/84-85 dated 31st Jan. 1986.

V Old Rs. 415-15-430-20-530-
Grade: 25-630-30-780. Revised Rs. 755-20-835-25-960.
Grade: 30-1110-50-1360-
60-1540.

Pay in the revised Scale

Pay as on 1-4-1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 years and above
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
415	795	815	815	835	860	860
430	815	835	860	860	885	885
450	860	885	885	885	910	935
470	885	910	910	935	935	960
490	910	935	960	960	990	990
510	935	960	990	990	990	1020
530	990	990	1020	1020	1020	1050
555	1020	1050	1050	1050	1080	1080
580	1050	1080	1080	1110	1110	1160
605	1110	1110	1160	1160	1160	1160
630	1160	1160	1160	1160	1210	1210
660	1160	1210	1210	1210	1210	1260
690	1210	1210	1210	1260	1260	1260
720	1210	1260	1260	1260	1260	1310
750	1260	1260	1310	1310	1310	1310
780	1310	1310	1310	1310	1360	1360

S. S. Rao
for Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

Statement showing the fixation of Pay as per Board Order
No. KEB/B16/4086/84-85 dated 31st Jan. 1986

VI - Old Grade:	Rs. 415-15-430-20-530-25-630-30-780-50-930.	Revised Grade :	Rs. 755-20-835-25-960-30-1100-50-1360-60-1720.
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Pay in the revised scale

Pay as on 1-4-1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 years and above
Rs. 415	Rs. 795	Rs. 815	Rs. 815	Rs. 835	Rs. 860	Rs. 860
430	815	835	860	860	885	885
450	860	885	885	885	910	935
470	885	910	910	935	935	960
490	910	935	960	960	990	990
510	935	960	990	990	990	1020
530	990	990	1020	1020	1020	1050
555	1020	1050	1050	1050	1080	1080
580	1050	1080	1080	1110	1110	1160
605	1110	1110	1160	1160	1160	1160
630	1160	1160	1160	1160	1210	1210
650	1160	1210	1210	1210	1210	1260
690	1210	1210	1210	1260	1260	1260
720	1210	1260	1260	1260	1260	1310
750	1260	1260	1310	1310	1310	1310
780	1310	1310	1310	1310	1360	1360
830	1360	1360	1360	1420	1420	1420
830	1420	1420	1480	1480	1480	1480
930	1480	1540	1540	1540	1540	1600

[Signature]
for Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

Statement showing the fixation of Pay as per Board Order

No. KEU/516/4088/84-85 dated 31st January, 1986.

VII Old: Rs. 450-20-530-25-630-30 Revised Rs. 795-20-835-25-960-30-
Grade: 760-50-930 Grade: 1110-50-1360-60-1720

Pay in the revised Scale

Pay as on 1-4-1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 years and above
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
450	860	885	885	885	910	935
470	885	910	910	935	935	960
490	910	935	960	960	990	990
510	935	960	990	990	990	1020
530	990	990	1020	1020	1020	1050
555	1020	1050	1050	1050	1080	1080
580	1050	1080	1080	1100	1110	1160
605	1110	1110	1160	1160	1160	1160
630	1160	1160	1160	1160	1210	1210
660	1160	1210	1210	1210	1210	1260
690	1210	1210	1210	1260	1260	1260
720	1210	1260	1260	1260	1260	1310
750	1260	1260	1310	1310	1310	1310
780	1310	1310	1310	1310	1360	1360
830	1360	1360	1360	1420	1420	1420
880	1420	1420	1480	1480	1480	1480
930	1480	1540	1540	1540	1540	1600

(Signature)
for Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II

Statement showing the fixation of Pay as per Board Order
No. KEB/316/4088/84-85 dated 31st JANUARY 1986

III	Old	Rs. 510-20-530-25-630-	Revised	Rs. 860-25-960-30-1110-
	Grade:	30-780-50-1030.	Grade :	50-1360-60-1660-75-1960.

Pay in the revised scale

Pay as on 1-4-1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 years and above
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
510	935	960	990	990	990	1020
530	990	990	1020	1020	1020	1050
555	1020	1050	1050	1050	1080	1080
580	1050	1080	1080	1110	1110	1160
605	1110	1110	1160	1160	1160	1160
630	1160	1160	1160	1160	1210	1210
650	1160	1210	1210	1210	1210	1260
690	1210	1210	1210	1260	1260	1260
720	1210	1260	1260	1260	1260	1310
750	1260	1260	1310	1310	1310	1310
780	1310	1310	1310	1310	1350	1360
830	1360	1360	1350	1420	1420	1420
880	1420	1420	1480	1480	1480	1480
930	1480	1540	1540	1540	1540	1600
960	1500	1600	1600	1600	1660	1660
1030	1660	1660	1660	1735	1735	1735

[Signature]
For Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

Statement showing the fixation of Pay as per Board Order
No. KEB/B16/4088/84-85 dated 31st October, 1986.

IX Old Rs. 510-20-530-25-530-30-
Grade: 780-50-1030-60-1210. Revised Rs. 660-25-960-30-1110-
Grade : 50-1360-60-1660-75-
2110.

Pay in the revised scale

Pay as on 1-4-1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 Years and above
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
510	935	960	990	990	990	1020
530	990	990	1020	1020	1020	1050
555	1020	1050	1050	1050	1080	1080
580	1050	1080	1080	1110	1110	1160
605	1110	1110	1160	1160	1160	1160
630	1160	1160	1160	1160	1210	1210
660	1160	1210	1210	1210	1210	1260
690	1210	1210	1210	1260	1260	1260
720	1210	1260	1260	1260	1260	1310
750	1260	1260	1310	1310	1310	1310
780	1310	1310	1310	1310	1360	1360
830	1360	1360	1360	1420	1420	1420
880	1420	1420	1480	1480	1480	1480
930	1480	1540	1540	1540	1540	1600
980	1600	1600	1600	1600	1660	1660
1030	1660	1660	1660	1735	1735	1735
1090	1735	1735	1810	1810	1810	1810
1150	1810	1885	1885	1885	1885	1885
1210	1960	1960	1960	1960	1960	2035

S. S. Srinivas
for Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

Statement showing the fixation of pay as per Board Order

No. KEB/B16/4098/84-85 dated 31st JANUARY, 1986

X. Old Rs. 555-25-630-30-780-50- Revised Rs. 935-25-960-30-1110-
Grade: 1030-60-1210. Grade : 50-1360-60-1660-75-
2110.

Pay in the revised scale

Pay as on 1-4-1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 years and above
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
555	1020	1050	1050	1050	1080	1080
580	1050	1080	1080	1110	1110	1160
605	1110	1110	1160	1160	1160	1160
630	1160	1160	1160	1160	1210	1210
660	1160	1210	1210	1210	1210	1260
690	1210	1210	1210	1260	1260	1260
720	1210	1260	1260	1260	1260	1310
750	1260	1260	1310	1310	1310	1310
780	1310	1310	1310	1310	1360	1360
830	1360	1360	1360	1420	1420	1420
880	1420	1420	1480	1480	1480	1480
930	1480	1540	1540	1540	1540	1500
960	1600	1600	1600	1600	1660	1660
1030	1660	1660	1660	1735	1735	1735
1090	1735	1735	1810	1810	1810	1810
1150	1810	1885	1885	1885	1885	1885
1210	1960	1960	1960	1960	1960	2035

S. S. Shivward
for Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

Statement showing the fixation of pay as per Board Order
No. KEB/B16/4088/84-85 dated: 31st January, 1986

XI Old Grade: Rs. 630-30-780-50-1030-
60-1330-75-1405 Revised Grade: Rs. 1030-30-1110-50-1360-
60-1660-75-2035-100-
2435

Pay in the revised scale

Pay as on 1-4-1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 years and above
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
630	1160	1160	1160	1160	1210	1210
660	1160	1210	1210	1210	1210	1260
690	1210	1210	1210	1260	1260	1260
720	1210	1260	1260	1260	1260	1310
750	1260	1260	1310	1310	1310	1310
780	1310	1310	1310	1310	1360	1360
830	1360	1360	1360	1420	1420	1420
880	1420	1420	1480	1480	1480	1480
930	1480	1540	1540	1540	1540	1600
960	1600	1600	1600	1600	1660	1660
1030	1660	1660	1660	1735	1735	1735
1090	1735	1735	1810	1810	1810	1810
1150	1810	1885	1885	1885	1885	1885
1210	1960	1960	1960	1960	1960	2035
1270	2035	2035	2035	2035	2135	2135
1330	2135	2135	2135	2135	2135	2135
1405	2235	2235	2235	2235	2235	2235

Signed
for Secretary,
K.E.B.

GC:

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

Statement showing the fixation of Pay as per Board Order

No. KEB/B16/4088/E4-55 dated 31st JANUARY, 1986.

XII Old Rs. 720-30-780-50-1030-1070-1150-1210-1270-1330-1405
 Grade: 60-1330-75-1405 Revised Rs. 1160-50-1360-60-1660-
 Grade: 75-2035-100-2435

Pay in the revised scale

Pay as on 1-4-1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 years and above
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
720	1210	1260	1260	1260	1260	1310
750	1250	1260	1310	1310	1310	1310
780	1310	1310	1310	1310	1360	1360
830	1360	1360	1360	1420	1420	1420
880	1420	1420	1480	1480	1480	1480
930	1480	1360	1540	1540	1540	1600
980	1600	1600	1600	1600	1660	1660
1030	1660	1600	1660	1735	1735	1735
1070	1735	1735	1810	1810	1810	1810
1150	1810	1885	1885	1885	1885	1885
1210	1960	1960	1960	1960	1960	2035
1270	2035	2035	2035	2035	2135	2135
1330	2135	2135	2135	2135	2135	2135
1405	2235	2235	2235	2235	2235	2235

[Signature]
 for Secretary,
 K.E.B.

GC:

XIII Old Grade Rs. : 780-50-1030-60-1330-75-1630

Revised Grade Rs. : 1260-50-1360-60-1660-75-2035-
100-2535-125-2785

Pay as an 1-4-1985	Less than 3 years	Not less than 3 years but below 5 years	Not less than 5 years but below 10 years	Not less than 10 years but below 15 years	Not less than 15 years but below 20 years	20 years and above
1	2	3	4	5	6	7
Rs	Rs	Rs	Rs	Rs	Rs	Rs.
780	1310	1310	1310	1310	1360	1360
830	1360	1360	1360	1420	1420	1420
880	1420	1420	1480	1480	1480	1480
930	1480	1540	1540	1540	1540	1600
980	1600	1600	1600	1600	1660	1660
1030	1660	1660	1660	1735	1735	1735
1090	1735	1735	1810	1810	1810	1810
1150	1810	1885	1885	1885	1885	1885
1210	1960	1960	1960	1960	1960	2035
1270	2035	2035	2035	2035	2135	2135
1330	2135	2135	2135	2135	2135	2135
1405	2235	2235	2235	2235	2235	2235
1480	2335	2335	2335	2335	2335	2335
1555	2335	2435	2435	2435	2435	2435
1630	2435	2535	2535	2535	2535	2535

Sd/-
Secretary KEB

KARNATAKA ELECTRICITY BOARD

R E A D:

- Board Order No.KEB/BPO.7/76-77 dated 9.7.77
2. Board Order No.KEB/B16/4214/80-81 dated 26.9.81.
3. Board Order No.KEB/B16/5816/82-83 dated 4.3.83 & 5.11.83.
4. Board Order No.KEB/B16/6134/82-83 dated 4.3.83 & Board Order No.B16/1321/83-84 dated 6.3.84 & 12.11.84.
5. Board Order No.KEB/B16/4134/84-85 dated 2.2.85 removing the maximum ceiling limit prescribed for regulating the payment of D.A.
6. Board Order No.KEB/B16/4214/80-81 dated 9.4.84 according approval to rationalise the pay scale of Asst.Executive Engineers, of KEB and extending them the scale of Rs. 1000-1900 on par with Accounts Officers of KEB.
7. Board Order No.KEB/B16/6780/85-86 dated 14.8.85 and B.O.No. B16/6996/85-86 dated 31.10.85 sanctioning further instalments of DA to Board employees with effect from 1.1.85 and 1.5.85 respectively.
8. Board Order No.KEB/B16/7479/85-86 dated 15.3.86 sanctioning further instalments of DA with effect from 1.8.85 and 1.11.85.
9. Board Res.No.17185 dated 31.3.86 according approval to revise the scales of pay of officers of KEB. with effect from 1.4.1985.

ORDER NO.KEB/B16/9650/85-86

BANGALORE DATED: 7th April, 1986.

Board is pleased to approve the revision of pay scales of Officers of the Karnataka Electricity Board as detailed in Annexure-I appended to this order by merging the component of Dearness Allowance at 504 AICPI points (Base 1960= 100) (ie., Dearness Allowance arrived at - on the existing basic pay + MDA (sanctioned as per Board Order No.KEB/B16.3805/84-85 dated 31.5.84) as on 1.8.83 and Board Order No.KEB/B16.4134/84-85 dated 2.2.85 - (relaxing the maximum limit of Dearness allowance), with

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existing basic pay, subject to the following conditions:

1. Date of effect:

The revised pay scales shall take effect from 1st April, 1985.

2. The Mergeable Dearness allowance introduced from 1.4.1982 in Board Order No.KEB/B16.5816/82-83 dated 4.3.83 shall cease to exist from 1.4.1985, as a separate item. Consequently, Board Order No.KEB/B16/5816/82-83 dated 4.3.83 regulating Dearness allowance, House Rent allowance, City Compensatory allowance etc., on the basis of Mergeable Dearness allowance shall cease to be effective with effect from 1.4.1985.

3. The Officers recruited to Board service against direct recruitment quota in respect of categories of posts as set out in Annexure-I on or after 1.4.1985 shall be started at the minimum of the time scale of the post against which they are appointed.

4. Pay fixation and Weightage:

The initial pay of the officer to whom the revised scales of pay apply shall be fixed in that scale as on 1.4.1985 in the following manner:

(i) To the existing Basic pay (which for this purpose will include annual increment/stagnation increment, if any, accruing as on 1.4.1985 in the existing scale, as well as personal pay, if any, being drawn as on 1.4.1985) add the following:

a) The component of Dearness allowance at 504 AICPI points on the existing basic pay (i.e. Dearness allowance arrived at on the existing basic pay + Mergeable Dearness allowance as on 1.8.1983, as per Board Order No.KEB/B16.3805/84-85 dated 31.5.84 and Board Order No.KEB/B16.4134/84-85 dated 2.2.85, -relaxing the maximum limit of Dearness allowance)

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b) Service weightage benefit at a flat rate of 10 (ten) percent of the existing basic pay (i.e. pay without MDA) subject to a minimum of Rs. 150/- (one hundred and fifty) and a maximum of Rs. 250/- (Two hundred and fifty).

(ii) After adding the component of Dearness allowance at 504 AICPI points and the Service Weightage benefit as above to the existing basic pay the amount so arrived at shall be the "Revised Basic Pay". The revised basic pay shall be fixed in the revised scales effective from 1.4.1985 as follows:-

a) If the 'Revised Basic Pay' is less than the minimum of the revised scale of pay, the basic pay shall be fixed at the minimum of the revised scale.

b) If the "Revised Basic Pay" falls at a stage or in between two stages of the revised scale, pay shall be fixed at the next higher stage in the revised scale:

c) In the case of an officer who but for his/her fixation of pay in the revised scale, would have earned normal increment/stagnation increment in the existing scale in the usual course subsequent to 1.4.1985 but on or before 31.3.1986, his/her pay in the revised scale shall, if advantageous to him/her be refixed from the date of his/her earning such increment in accordance with the aforesaid pay fixation formula.

5. The pay of the officers shall be fixed in the revised scales of pay as per the 'Ready Reckoner' enclosed to this Board Order vide Annexure-II.

6. Dearness allowance:

The payment of Dearness allowance to the officers on the pay so fixed in the revised scales, shall be regulated at the following rates from 1.4.1985 and onwards. All other existing conditions for payment of

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Dearness allowance except the rates shall be continued to be applicable for regulating the payment of the same from 1.4.1985 and onwards.

a) Rates of Dearness allowance payable with effect from 1.4.1985:

For Officers drawing basic pay of Rs. 1420/- and above per month.

10.8% of basic pay subject to a minimum of Rs. 144/- PM and a maximum of Rs. 432/- P.M.

b) Rates of Dearness allowance payable with effect from 1.5.1985:

For officers drawing basic pay of Rs. 1420/- and above per month

12% of basic pay subject to a minimum of Rs. 160/- PM and a maximum of Rs. 480/- P.M.

c) Rates of Dearness allowance payable with effect from 1.8.1985:

For Officers drawing basic pay of Rs. 1420/- and above per month.

13.2% of basic pay subject to a minimum of Rs. 176/- P.M. and a maximum of Rs. 528/- P.M.

d) Rates of DA payable with effect from 1.11.85.

For Officers drawing basic pay of Rs. 1420 and above per month.

14.4% of basic pay subject to a minimum of Rs. 192/- P.M. and a maximum of Rs. 576/- P.M.

The above rates will be provisional till such time the Government of Karnataka revises the pay scales etc., to their employees and decide the rate of Dearness allowance payable to its employees.

7. HOUSE RENT ALLOWANCE:

(i) The payment of House Rent Allowance to Officers shall be regulated as follows with effect from 1st April 1985 and onwards:

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a) City Areas:

Places as indicated against
A. of Board Order No.KEB/
B16/1321/83-84 dated 6.3.1984.

9.6 per cent of
pay, subject to
a maximum of
Rs. 250/- (Rupees
Two hundred and
fifty) per month.

b) Other City Areas with a
population of 50,000 and
above:

Places indicated against 'B'
(1) to (25) of Board Order
No.KEB/B16/1321/83-84, dated
6.3.1984.

4.8% of pay
subject to maximum
of Rs.100/- (Rupees
One hundred) per
month.

c) Towns with a population of
25,000 and above but below
50,000

Places indicated against 'C'
Item (1) to (46) of B.O.No.
KEB/B16/1321/83-84, dated -
6.3.1984:

1.6 per cent of
pay subject to a
minimum of Rs. 15/-
(Rupees Fifteen)
per month and a
maximum of Rs.25/-
(Rupees Twentyfive
Per month.

d) All Taluka Headquarters and
Municipal Towns with a popu-
lation of less than 25,000

Rs.15/- (Rupees
Fifteen) per month.

e) Rural areas:

Rs.15/- (Rupees -
Fifteen) per month.

8. CITY COMPENSATORY ALLOWANCE:

The payment of City Compensatory allowance shall be
regulated as follows with effect from 1.4.1985:

I. CITY AREAS:

Bangalore Urban Agglomera-
tion. Places as indicated
in Board Order No.KEB/B16/
1321/83-84 dated 6.3.1984.

Those drawing pay
above Rs.1420/- per
month. 3.6% of pay
subject to a minimum
of Rs. 31.50 per month
and a maximum of Rs.
75/- per month.

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II. OTHER CITY AREAS:-

Places as indicated against (1) to (16) in item II of Board Order No. KEB/B16/1321/83-84 dated 6.3.1984. 2% of pay subject to a maximum of Rs. 25/- Per month.

The payment on account of HRA/CCA worked out at the above rates shall be rounded off to the nearest five paise. All other existing conditions for regulating the payment of House Rent allowance and City Compensatory allowance will continue to apply, except in the rates indicated above.

8. OTHER ALLOWANCES:

i) Shift allowance: Shift allowance shall be paid at 5% (five percent) of the pay subject to a minimum of Rs. 2.50 (Rupees Two and paise fifty) per evening/night shift to all those officers who may be deployed to the shift duties, with effect from 1.4.85.

ii) Conveyance allowance: Motor Cycle allowance and Bicycle allowance at Rs. 100/- (Rupees One hundred) and Rs. 25/- (Rupees Twentyfive) per month respectively shall be paid with effect from 1.4.85 wherever the same is admissible at present.

iii) Special Locality allowance: Special Locality allowance at the existing rates shall be continued wherever the same is admissible at present. However the existing maximum limit of Rs. 150/- (Rupees One hundred and fifty) for payment of this allowance shall be revised to Rs. 200/- (Rupees Two hundred) per month, with effect from 1st April, 1985.

iv) Hill allowance: Payment of Hill allowance in respect of officers working at the Hilly places where -

this allowance is being paid subject to the existing conditions shall be paid at the following rate from 1st April, 1985.

Officers drawing basic pay of Rs. 1420/- and above per month. Rs. 35/- (Rupees Thirty five) per month.

v) Construction allowance: Construction allowance shall be paid at the existing rates wherever the same is admissible at present. However, the existing maximum limit of Rs. 150/- (One hundred and fifty) for payment of this allowance shall be revised to Rs. 200/- (Rupees Two hundred) per month with effect from 1.4.1985.

vi) Special Pay to Senior Personal Assistants:

Special pay to all Senior Personal Assistants shall be paid at Rs. 85/- (Eighty five) per month. Consequently, the protection of Special pay of Rs. 55/- per month (drawn as Jr. Personal Assistant) shall cease to be effective from 1.4.1985.

10. All other allowances/special pay which are being paid by the Board at present shall be continued to be paid at the same rates subject to the officers complying with the Rules/Regulations of the Board regarding the grant of that particular allowance/special pay he/she is eligible thereto as per the existing rules.

The pay and other allowances of the Officers in the revised scales of pay under this order may be drawn from April, 1986. Arrears (i.e. from 1.4.1985 to 31.3.1986) may be drawn in April, 1986 subject to the condition that the arrears of difference in DA at the revised rates from 1.8.85 to 28.2.86 shall not be drawn until further orders.

BY ORDER,

SECRETARY, 7/4/86
KEB.

To,

Shri A. Thimmaiah, Member, K.E.B., Bangalore.

The Chief Engineer, Electricity, (General), KEB, B'lore.
All the Chief Engineers, Electricity, K.E.B.,
The Director (Research), K.E.B., Bangalore.
The Chief Vigilance Officer, KEB., Bangalore
The Financial Adviser & Chief Accounts Officer, KEB.,
Bangalore.
The Accountant General, Karnataka, Bangalore (Audit-I).
The Managing Director, Karnataka Power Corporation-
Limited, Bangalore.
The Chief Electrical Inspector to Government of Karnataka,
Bangalore.
The Superintending Engineer, Elecl., TBHE Scheme, T.B.Dam.
All the Superintending Engineers, Elecl., K.E.B.
All the Executive Engineers, Elecl., K.E.B.,
All the Controllers, KEB/Deputy Controllers of Accounts,
K.E.B.
All the Accounts Officers, K.E.B.,
The Director, Industrial Training Centre, KEB, B'lore.
The Principal Training Institute(M), KEB, Bangalore.
The Superintendent of Police(Vigilance), KEB, Bangalore/
Gulbarga,
All the Assistant Secretaries, Board Secretariat.
All the Assistant Accounts Officers, Board Secretariat,
The General Secretary, KEB.Employees' Union, Bangalore.
PAS to CM/EM/IM/Secretary/Addl.Secretary.

KARNATAKA ELECTRICITY BOARD

Annexure-I to Board order
No. KEB/B16.9650/85-86 dt.
7.4.86

REVISED SCALES OF PAY OF OFFICERS WITH EFFECT
FROM 1st APRIL, 1985.

Designation	Revised Scales of Pay
1. Chief Engineer, Electricity (Gl.)	Rs. 3735-150-4035-175-4560
2. Chief Engineers, Electricity	Rs. 3160-125-3285-150-4035-175-4210
3. i) Superintending Engineers ii) Controllers	Rs. 2535-125-3285-150-4035
4. i) Executive Engineers ii) Deputy Controllers of Accounts iii) Law Officer	Rs. 2135-100-2535-125-3285-150-3585
5. i) Assistant Executive Engineers ii) Accounts Officers iii) Assistant Public & Consumer Relations Officer iv) Sports Officer	Rs. 1600-60-1660-75-2035-100-2535-125-3160
6. i) Assistant Engineer (Graduates) ii) Assistant Accounts Officers iii) Senior Personal Assistants iv) Labour Welfare Officer v) Asst. Sports Officer	Rs. 1420-60-1660-75-2035-100-2535-125-2785

Note-1: If the designation of any category of officers is not included in the above, the officers shall be extended the revised scale of pay corresponding to his existing scale of pay.

2: The Assistant Engineers (Non-graduates) will also be given the same scale and remuneration as given to the Assistant Engineers (graduates)

[Signature]
FOR SECRETARY.
KEB.

KARNATAKA ELECTRICITY BOARD

Annexure-II to Board order No.
KEB/B16.9650/85-86 dt. 7.4.86

I. Chief Engineer, Electricity (General)

Old Pay scales:
Rs. 2500-125/2-2750

Revised Pay Scale:
Rs. 3735-150-4035-175-4560

Pay	Pay to be fixed
Rs 2500	Rs 3735
2625	3885
2750	4035

II. Chief Engineers, Electricity

Old Pay Scale:
Rs. 2100-100-2600

Revised Pay Scale :
Rs. 3160-125-3285-150-4035-
175-4210.

Pay	Pay to be fixed
Rs 2100	Rs 3160
2200	3285
2300	3435
2400	3585
2500	3735
2600	3885

S. S. Srinivas
for Secretary,
KEB

KARNATAKA ELECTRICITY BOARD

Annexure-II to Board order No.
KEB/B16.9650/85-86 dt.7.4.86

III. Superintending Engineers,
Controllers.

Old Pay Scales:
Rs.1600-75-1900-100-2300

Revised Pay Scale:
Rs.2535-125-3285-150-4035

Pay	Pay to be fixed
Rs.	Rs.
1600	2535
1675	2660
1750	2660
1825	2785
1900	2910
2000	3035
2100	3160
2200	3285
2300	3435

IV. Executive Engineers
Deputy Controllers of Accounts
Law Officer

Old Pay scale:
Rs.1450-75-1900-100-2200

Revised Pay scale:
Rs.2135-100-2535-125-3285-
150-3585

Pay	Pay to be fixed
Rs.	Rs.
1450	2335
1525	2435
1600	2535
1675	2660
1750	2660
1825	2785
1900	2910
2000	3035
2100	3160
2200	3285

Agelwada
for Secretary,
KEB.

KARNATAKA ELECTRICITY BOARD

Annexure-II to Board order No. KEB/
B16.9650/85-86 dt. 7.4.86

Old Pay Scale:
Rs. 1000-60-1300-75-1900

Revised Pay scale:
Rs. 1600-60-1660-75-2035-100-
2535-125-3160

V. Assistant Executive Engineers
Accounts Officers
Asst. Public & Consumers Relations Officer
Sports Officer.

Pay	Pay to be fixed
Rs.	Rs.
1000	1660
1060	1810
1120	1885
1180	1960
1240	2035
1300	2135
1375	2235
1450	2335
1525	2435
1600	2535
1675	2660
1750	2660
1825	2785
1900	2910

Arjunwad
for Secretary,
KEB.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II TO B.O.NO.KEB/E16/9650/85-86 dt. 7-4-1986

Assistant Engineers (Graduates), Assistant Accounts Officers,
Sr. P.A.s, Labour Welfare Officer, Assistant Sports Officer

Old Scale	Revised Pay Scale
Rs. 780-50-1030-60-1330-75-1630	Rs. 1420-60-1660-75-2035-100-2535-125-2785.

Pay	Rs.	pay to be fixed	Rs.
780		1420	
830		1420	
880		1480	
930		1600	
980		1660	
1030		1735	
1090		1810	
1150		1885	
1210		2035	
1270		2135	
1330		2135	
1405		2235	
1480		2335	
1555		2435	
1630		2535	

[Signature]
for Secretary,
K.E.B.

READ : Memorandum of Settlement dated 30-12-1985 entered into between the Management of KEB and KEB Employees' Union (Reg. No. 1659) regarding revision of Pay scales of workmen and other allied matters with effect from 1-4-1985.

2. Board Order No. KEB/B16.4088/84-85 dated 31-3-1986 approving revision of pay scales with effect from 1-4-1985. In Board letter No. B16.4088 dated 5-2-1986, it was directed that the revised pay scales be drawn and disbursed to all employees with effect from February, 1986.

3. In view of the severe drought prevailing in the State and the short-fall in the generation of power and with the closure of Raichur Thermal Plant, it was decided to pay the arrears of pay and allowances due to the revision of pay scales in three instalments. However, when the Board order was about to be issued, the 'KEB Employees' Union had requested to consider the matter and clear the arrears in Lumpsum during the month of April, 1986. The matter was discussed in the chambers of the Chairman, KEB with the representatives of KEB Employees' Union on 3rd and 4th April, 1986 and as a

gesture of good-will, it was agreed to release the entire arrears for payment in the month of April, 1986.

Order No. KEB/B16,4088/84-85. Bangalore, Dated : 4th April, 1986.

The Board is pleased to order for payment of arrears of pay and allowances consequent to the revision of Pay scales to workmen with effect from 1-4-1985, during the month of April, 1986 in lumpsum. The Pay drawing officers are requested to take immediate action to draw the arrears i.e. from 1-4-1985 to 31-1-1986 and disburse the same to the Workmen in April, 1986.

By Order.

Sd/-

Secretary,
KEB.

Lr. No. A/AOG/AAO/A1/cys-376/85-86/13-2-86 from the Chief Engr. Elec (G) KEB Bangalore:

Sub : Encashment of leave surrendered.

I write to state that several Div. officers are seeking clarification whether the leave salary drawn by employees on the leave surrendered is taxable or not. It is hereby clarified that all drawing and disbursing officers should include leave surrender salary and deduct tax at the rate prescribed for deduction at source as leave encashment during service is not exempted under section 10AA. It is exempted only when it is received at the time of retirement.

Lr. No. KEB/B16/4088/84-85/10-3-86 from the Secretary KEB B'lore.

Sub : Revision of pay scales with effect from 1-4-85 clarification-Reg. computing of service weightage.

Ref : B.O. of even no. dated 31-1-86.

I am directed to state that as per para 6 II (iii) of Board order cited above, the service weightage admissible shall be determined on the basis of the total service of the workmen as on the date of the actual accrual of these increments after 1-4-85 but before 1-4-86.

In the connection, I am directed to clarify that the Financial benefit due to refixation (if advantageous) on the date of increments has to be made available from the first day of the month in which he/she earns such increments.

READ : Memorandum of settlement dated 30-12-85, entered into between the Management of KEB and the KEB Union (Reg. No. 659) regarding revision of pay scales of workmen and other allied matters with effect from 1-4-1985.

2. BO No. KEB/B16/4088/84-85/31-1-1986 according approval for revision of pay scales to workmen etc.,

3. Board secretariat note 24-2-86 in the matter of fixation of pay of probationers who were recruited prior to 1-4-85.

4. U O Note in F A & CAOT /278 dated 10-3-86 from FA & CAO KEB B'lore.

ORDER NO: KEB/B16/4088/84-85 DATED : 29-3-86.

Further to Board order of even no. dated 31-1-86 approval is accorded to fix the pay of the workmen recruited on probation basis prior to 1-4-85 and who were started at one stage below the minimum of the appointed time scale and who were still on probation as on 1-4-85 at the minimum of the time scale in the revised pay scales with effect from 1-4-85.

Cases relating to probationers recruited prior to 8-3-77 and who are still on probation may be referred to this office for orders.

By Order

Sd/-
Secretary

ORDER NO. KEB/B16/4088/84-85 BANGALORE DATED : 24th April, 1986

In partial modification to Bo. No. KEB/B16/4088/84-85 dated 31-1-86, approval is accorded to revise the scale of pay of the Asst. Engineers (Non-graduates) to Rs. 1420-60-1660-75-2035-100-2535-125-2785 with effect from 1-4-85, subject to the condition that this scale shall not be elongated in respect of the Asst. Engineers (Non-graduates).

In case elongation increment has been sanctioned to the Asst. Engineers (Non-graduates) as per B.O. No. KEB/B16/5624/79-80 dated : 29-11-84, the same shall be withdrawn and recovered immediately. If such recovery happens to be substantial amount, the same shall be recovered in the arrears of 1985 revision of pay scales.

However, the Asst. Engineers (Non-graduates) may be given the stagnation increment on par with Non-Workmen as per rules.

No. KEB.B16/4088/84-85

Board Secretariat,
Cauvery Bhavan, Bangalore-9.

The Chief Engineer, Electricity, (General)
Karnataka Electricity Board, Bangalore-9

DATED : 7/6/1986

Sir,

Sub : Fixation of pay of the probationers appointed prior to 1-4-85 consequent to declaration of probationary period—clarification—Reg.

With reference to the above, I am directed to state that as per B.O. of even No. dated 29-3-86, and B.O.No. B16/9650/85-86, dated 30-4-86 the pay of the employees recruited on probation basis prior to 1-4-85 and who were started at one below stage the minimum of the appointed time scale and who are still on probation has to be fixed at the minimum of the time scale in the revised pay scales, with effect from 1-4-85.

Now, some of the divisional and Circle Officers have requested the Board to clarify as to how the pay of the probationers whose probationary period has been declared after 1-4-85 but before 31-3-86 has to be fixed etc.,

In this connection, it is clarified that the probationers whose pay has been fixed at the minimum of the time scale with effect from 1-4-85 will have to put in, one year of service at that stage to get an increment even if they complete the probation satisfactorily before 31-3-86.

Yours faithfully,

Sd/-
Secretary KEB

Order No. KEB/B16/4088/84-85

Bangalore dated : 7th November, 1987

Board is pleased to sanction Special Locality Allowance at 15% of pay subject to a maximum of Rs. 300/- per month to the employees of the Board working at Jog with effect from 1-1-1986.

By Order,
Sd/- Secretary, KEB

READ : 1. Memorandum of settlement dated 30-12-85, entered into between the Management of KEB and KEB Employees' Union (Reg. No. 659) in the matter of revision of pay scales of workmen with effect from 1-4-85 and other allied matters.

2. Board Order No. KEB/B16/4088/84-85 dated 31-1-1986 according approval for revision of pay scales of workmen etc.

3. Board Order No. KEB/B16/4088/84-85 dated 29-3-86 and B16/9650/85-86 dated 30-4-86, according approval to fix the pay of the workmen and Officers who were still on probation as on 1-4-85, at the minimum of the time scale of revised pay scales with effect from 1-4-85, and requesting to refer the cases relating to probationers recruited prior to 8-3-77 and who were still on probation to the Board for orders in the matter of fixation of their pay,

4. IMC Resolution number IMC - 48 (Admn.) dated 26-6-87.

Order No. KEB/B16/4088/84-85

Bangalore dated : 17-08-1987.

Approval is accorded for the following :

- I. To fix the pay of the employees who were recruited on probation prior to 8-3-77 and who are still on probation as on 1-4-85, at the minimum of the time scale in the revised pay scale with effect from 1-4-1985. No further increment shall accrue till such time they complete the probationary period.
- II. a) The Recruiting Authorities shall issue notices to the concerned employees, who were recruited on probation basis prior to 8-3-77 and who are still on probation to pass the Departmental Examinations as prescribed in KEB Recruitment and promotion regulations, within a period of two years and get the probationary period declared as having completed satisfactorily.

b) In case they do not pass the prescribed Departmental Examinations and get the probationary period declared within the stipulated period, to terminate their services after following usual formalities/procedures.

By order
Sd/- Secretary, KEB

READ : 1. Board Order No. CLO/B14/5239/82-83 dated 20-3-85 issuing instructions in the matter of grant of education advance and education loan to the employees of the Board in accordance with the Award of the Arbitrator notified in Government Order No. SWC 168 LLA 84 dated 25-2-84 as detailed therein.

2. Board Secretariat Note dated 28-5-85 proposing detailed scheme relating to grant of Education Advance and KEB Education loan rules 1985 for approval.

3. Board Order No. KEB/CLO/B14/5239/82-83 dated 17-6-85 regarding details of the scheme relating to grant of education advance and education loans to the employees of the Board.

4. Board Order No. KEB//B16/4088/84-85 dated 7-2-86 regarding revision of pay scales of workmen with effect from 1-4-85.

Board Order No. KEB/CLO/B14/5239/82-83.

Dated : 20th February 1987.

Approval is accorded to enhance the ceiling limit of Rs. 1003/- prescribed for grant of Education Advance and Education Loan in Board Order No. CLO/B14/5239/82-83 dated 20-3-85 to Rs. 1260-00 due to revision of pay scale of workmen from 1-4-85.

By Order
Sd/- Secretary, KEB.

READ : Board Order No. KEB/B16/4088/84-85 dated 31-1-1986 and KEB/B16/9650/85-86 dated 7-4-1986 revising the pay Scales of the Workmen and Officers of KEB with effect from 1-4-1985.

2) Board Order No. KEB/B16/4088/84-85 dt. 29-3-1986 and B16/9650/85-86 dated 30-4-1986 wherein approval was accorded to fix the pay of such of the Workmen and Officers who were recruited on probation prior to 1-4-1985 and still on probation as on 1-4-1985 at the minimum of the time scale of the revised pay scales of 1-4-1985.

3) Board Circular letter No. KEB/B16/4088/84-85 dt. 7-6-1986 Issuing clarification in respect of allowing increments to those probationers whose probationary periods have been declared after 1-4-1985 but before 31-3-1986.

4) Discussions held during the Joint Meeting on 28-4-1988 between the Management of KEB and the representatives of the KEB Employees Union.

Order No. KEB/B16/4088/84-85

Bangalore dated : 17-8-1988

Board is pleased to accord approval for the following :

1) The pay of the probationers who were recruited prior to 1-4-1985 and who were still on probation as on 1-4-1985, shall be fixed with effect from 1-4-85 in the revised pay scales sanctioned vide Board Order No. KEB/B16/4088/84-85 dt. 31-1-1986 and KEB/B16/9650/85-86 dt. 7-4-1986 duly allowing the weightage benefit as provided in the said Board Order dt. 31-1-1986 and 7-4-1986. The pay fixed as on 1-4-1985 shall remain frozen during the period of probation.

2) The pay of the probationers who were recruited prior to 1-4-1985 and have successfully completed the period of probation after 1-4-1985 but before 31-3-1986 shall be refixed in the revised pay scales sanctioned in Board Order No. KEB/B16/4088/84-85 dated 31-1-1986 and KEB/B16/9650/85-86 dated 7-4-1986 duly allowing the weightage benefit as provided in the Board Orders dated 31-1-1986 and 7-4-1986. However, their subsequent increment shall be allowed a year after such refixation, if they are otherwise eligible.

By Order,
Sd/- Secretary, KEB

READ : Memorandum of settlement dated 30-12-85 entered into between the Management of KEB and the KEB Employees Union (Reg. No. 659) in the matter of revision of pay scales of workmen w.e.f. 1-4-85 and other allied matters.

2. B.O. No. KEB/B16/4088/84-85 dated 31-1-86 according approval to revise the pay scales etc., of workmen w.e.f. 1-4-85.

3. B.O. No. KEB/B16/4088/84-85 dated 7-11-87 according approval to enhance the rate of S.L.A. at 15% of pay subject to a maximum of Rs. 300/-p.m. to the employees of the Board working at Jog w.e.f. 1-1-1986.

4. Board letter No. KEB/B16/4088/84-85 dated 22-4-87 communicating approval for payment of S.L.A. to the staff of KEB., Junior College Jog falls and KEB High School Shivasamudram on par with KEB employees.

5. Letter No. CEE/MZ/CA/AAO/A 126/3563-64 dated 12-4-88 from the Chief Engineer, Electricity, K.E.B., Mangalore Zone, Mangalore requesting the Board to sanction S.L.A. at 15% of pay subject to a maximum of Rs. 300/- to the K.E.B. Staff working in pre-university college, Jog Falls.

Order No K.E.B /B16/4088/84-85

Bangalore Dated : 19th May 1988

Board is pleased to sanction special locality allowance at 15% of pay subject to a maximum of Rs. 300/- P.M. to the KEB Staff working in pre university college Jog Falls with effect from 1-1-86.

By Order,
Sd/- Secretary, KEB.

READ : Memorandum of settlement dt. 30-12-1985 entered into between the Management of Karnataka Electricity Board and the Karnataka Electricity Board Employees' Union (Reg. No. 659) in the matter of Revision of Pay Scales of Workmen with effect from 1-4-1985 and other allied matters.

- 2) Board Order No. KEB/B16/4088/84-85 dt. 31-1-1986 according approval to revise the Pay Scales etc. of Workmen with effect from 1-4-1985.
- 3) Board Order No. KEB/B16/4088/84-85 dt. 7-11-1987 according approval for the sanction of Special Locality Allowance at 15% of pay subject to a maximum of Rs. 300/- P.M. to the Employees of the Board working at Jog with effect from 1-1-1986.
- 4) Letter No. KEBEU 3327/87 dt; 18-11-1987 from the General Secretary, KEB Employees' Union (Reg. No. 659) requesting for payment of Special Locality Allowance to the Board Employees working at Hulical MUSS, Sagar Division.
- 5) Letter No. A/AOE/AAO2/EA8/28123 dt. 29-2-1988 from the Chief Engineer, Electricity (Genl.), KEB, Bangalore requesting for the sanction of Special Locality Allowance the KEB Employees working at Gogi Branch, stating that the place is coming under the Upper Krishna Project Area.
- 6) Letter dt. 5-8-1988 from the Chief Engineer, Irrigation Department, Upper Krishna Project Area, Bhimarayanagudi stating that Hulical and Gogi come under the Region of Upper Krishna Project Area.

Order No. KEB/B16/4088/84-85

Bangalore, Dated : 23-8-1988

Board is pleased to sanction Special Locality Allowance at 6% of pay subject to a maximum of Rs. 200/- per month to the Employees of the Board working at Hulical MUSS, Sagar Division and Gogi Branch.

By Order,
Sd/- Secretary, KEB.

READ : Board Order No. KEB/B16/4088/84-85 dt. 31-1-1986 according approval for presenting a memento i.e. a "QUARTZ" Wall Clock of 25 Cms. X 25 Cms. costing between Rs. 250/- and Rs. 300/- to the Workmen consequent on their retirement from Board Service.

- 2) Letter No. A/AOG/AAO/A1. 29700 dt. 28-3-1988 from the Chief Engineer, Elec. (Genl.), KEB, Bangalore requesting approval to award of Mementos to the Officers so that they may cherish the sweet memories of their services in the Board after retirement.
- 3) Board Order No. KEB/B16/4088/84-85 dated 30-4-1988 according approval for presenting a Memento i.e. "QUARTZ" Wall Clock of 25 Cms. X 25 Cms. size costing between Rs. 250/- and Rs. 300/- to non workmen of the Board Consequent on their retirement from Board Service.
- 4) Letter No. A/AOG/AAO/A1/2847 dt. 19-5-1988 from the Chief Engineer, Elec., (Genl.), KEB, Bangalore requesting approval to award of Mementos to the Officers of the Board who have retired from Board service even on or after 31-8-1987 also.

Order No. KEB/B16/4088/84-85

Bangalore, Dated : 17-6-1988.

Approval is accorded for presenting a Memento i.e. "QUARTZ" Wall Clock of 25 Cms. X 25 Cms. size costing between Rs. 250/- and Rs. 300/- to non workmen of the Board who have retired from Board service even on or after 31-8-1987 also.

By Order,
Sd/- Secretary, KEB.

READ :

- Board Order No. KEB/B16/4088/84-85 dated 31-1-86 according approval for presenting a memento i.e. a "QUARTZ" wall clock of 25 Cms X 25 Cms costing between Rs. 250/- and Rs. 300/- to the workmen consequent on their retirement from Board service.
2. Letter No. A/AOG/AAO/A1 29760 dated 28-3-88 from the Chief Engineer, Electricity (Genl.) KEB, Bangalore requesting approval to award of mementos to the officers so that they may cherish the sweet memories of their services in the Board after retirement.
 3. Board Secretariat Note dated 11-4-1988.

Order No. KEB/B16.4088/84-85. Bangalore, Dated : 30th April 1988.

Approval is accorded for presenting a memento i.e. "QUARTZ" wall clock of 25 Cms. X 25 Cms. size costing between Rs. 250/- and Rs. 300/- to non-workmen of the Board consequent on their retirement from Board service.

The Chief Engineer, Electricity (Gl.) KEB, shall arrange to purchase the memento prescribed above in sufficient quantities duly following the prescribed purchase procedures and supply the required quantities to the concerned Division/Circle offices after ascertaining their requirements for the accounting year at the commencement of the particular accounting year.

By Order,
Sd/- Secretary. KEB.

READ :

- Memorandum of settlement dated 30-12-85 entered into between the Management of KEB and the KEB Employees' Union (Reg. No. 659).
2. Board Order No. KEB/B16/4088/84-85 dated 31-1-86.
 3. Board Order No. KEB/B16/4088/84-85 dated 7-11-87.
 4. Letter No. KEB/B16/4088/84-85 dated 23-8-88.
 5. Letter No. KEBEU/2719-20/88 dated 30-8-88 from the General Secretary, KEB Employees Union (Reg. No. 659) Bangalore in the matter.

Order No. KEB/B16/4088/84-85 Bangalore Dated : 4th Nov. 1988

In partial modification of Board Order No. KEB/B16/4088/84-85 dated 23-8-1988, approval is accorded to increase the Special Locality Allowance from 6% of pay limited to Rs. 200/- PM. to 15% of the pay subject to a maximum of Rs. 300/- (Rupees three hundred only) per month in respect of the employees of the Board working at Hulical MUSS. Sagar Division and Gogi branch.

By Order,
Sd/- Secretary, KEB.

Karnataka Electricity Board

No./KEB/B16/4655/80-81

**Board Secretariat,
'Cauvery Bhavan'
Bangalore-560 009**

Dated : 28-4-1993

**The Chief Engineer Electy., (Genl),
Karnataka Electricity Board,
'Cauvery Bhavan',
Bangalore-560 009**

Sub :- Revision of pay scales of the workmen of the Board with effect from 1-4-1985 and 1-4-1989 computation of service weightage in respect of the appointment to higher posts which are not in direct line of promotion clarification-Reg.

Ref :- Board letter No. KEB/B16/4655/80-81 dated 16.10-1984

**2) B.O. No. KEB/B16/4088/84-85 dt. 31-1-1986. and
KEB/B16/3888/89-90 dated : 12-4-1990**

**3) Letter No. KEBEU 580-9/91 dated : 19-2-1991 of the
General Secretary, KEB Employees Union (Reg. No.
659) Bangalore.**

**4) Your letter No. A/AO/AAO-2/EA-11/16451 dated
7-1-1993.**

**Please refer to your letter No. A/AO/AAO-2/EA-11/16451, dated :
7-1-1993, requesting the Board to clarify as to allowing of the service
weightage in the revised pay scales of 1-4-1985 and 1-4-1989 in respect
of one S i Doraiswamy, who was initially appointed as Typist on
2.12.1980 and subsequently appointed as an Assistant on 7-5-1984
which is not in the direct line of promotion.**

In this connection, I am directed to state that the case of Shri. Doraiswamy, Assistant has been examined in detail and wish to clarify that the total service rendered by Sri. Doraiswamy as Typist and Assistant as on 1-4-1985/1-4-1989 as the case may be, has to be reckoned for allowing service weightage, irrespective of his designation as on the date of fixing the pay in the revised scales, provided there is no break in service.

The case of similar nature including those falling under all other cadres also may be disposed of on the lines clarified above subject to observance of other conditions stipulated in relevant Board orders leading to the revision of pay scales of 1-4-1985 and 1-4-1989.

Yours faithfully,

Secretary,

KEB

KARNATAKA ELECTRICITY BOARD

R. E. A. D.:

1. Board Order No. MSEB/AI/6435/69-70 Dated 15.1.1970 revising the pay scales of the employees of the Board with effect from 1.4.1969.
2. Board Order No. KEB/BPO.5/76-77 dated 12.3.1977 revising the pay scales of the workmen of the Board with effect from 1.4.1976.
3. Board Order No. KEB/B16/5624/79-80 Dated 3.1.1981 revising the pay scales of the workmen of the Board with effect from 1.4.1980.
4. Board Order No. KEB/B16/4088/84-85 Dated 31.1.1986 revising the pay scales of the workmen of the Board with effect from 1.4.1985.
5. Board Order No. KEB/B16/9759/(1)/86-87 Dated 25.3.1987 treating the entire D.A. admissible as on 1.7.1986 as Mergeable D.A. and reckoning the same as part of pay for purposes of calculation of DA, HRA, CCA, pensionary benefits etc.,
6. Board Order No. KEB/B16/9759/(ii)/86-87 Dated 23.5.1987.
7. Board Order No. KEB/B16/7502/87-88 Dated 6.7.1987.
8. Board Order No. KEB/B16/8094/87-88 Dated 22.2.1988.
9. Board Order No. KEB/B16/165/88-89 Dated 16.7.1988.
10. Board Order No. KEB/B16/781/88-89 Dated 16.3.1989.
11. Board Order No. KEB/B16/3538/89-90 Dated 29.6.1989.
12. Board Order No. KEB/B16/3772/89-90 Dated 8.2.1990.
13. Letter No. KEBEU/Cys.6/89 Dated 23.2.1989 from the General Secretary, KEB Employees' Union submitting Charter of demands for revising the pay scales and other allowances etc. with effect from 1.4.1989.
14. Board Resolution No. 17985 Dated 12.3.1990.
15. Memorandum of Settlement dated 12.3.1990 between the Management of KEB and KEB Employees' Union (Reg.No.659) regarding revision of pay scales of workmen and other allied matters with effect from 1.4.1989.

ORDER NO. KEB/B16/3888/89-90,

BANGALORE, DATED: 12th APRIL, 1990.

Board is pleased to approve the Revision of Pay scales as set out in Annexure-I, appended, by merging the component of Dearness Allowance at 632 AICPI points (BASE: 1960 = 100) with the existing Basic pay in respect of workmen who have been appointed to various posts against direct recruitment absorption and by promotion subject to the following conditions:

1. DATE OF EFFECT:

The Revised Pay scales shall come into force from 1-4-1989 for all workmen.

2. The Revised Pay scales shall not apply in the cases of workmen working on Temporary Time Rolls i.e., Casual Labourers appointed on Daily wage basis.

3. The Mergeable Dearness Allowance introduced from 1.7.1986 in Board Order No. KEB/B16/9759(I)/86-87 Dated 23.5.1987 shall cease to exist from 1.4.1989 as a separate item.

4. If a workman reaches the maximum of the time scale during the period of settlement dated 12.3.1990 the scale shall be elongated in respect of that workman (except Assistant Engineer (Non-Graduate)) as personal to him till the date of signing the next settlement with the KEB Employees' Union (Reg.No.659).

5. PAY FIXATION AND SERVICE WEIGHTAGE:

1) The initial pay of the workmen to whom the Revised Scales of pay apply shall be fixed in that scale as on 1.4.1989 in the following manner:

- i) To the existing Basic pay (existing Basic pay shall be arrived at after taking into account the annual increment due, if any, elongation increment, stagnation increment due as on 1.4.1989 in the existing scale, including personal pay, if any) add the following:

(a) The component of Dearness Allowance on 1.7.1986 at 632 AICPI points as approved vide Board Order No. B16/6735(I)/85-87 Dated 23.5.1987 on the existing basic pay.

(b) Minimum Guaranteed benefit of Rs. 200/- (Two hundred only);

(c) Service Weightage at the following rates:

- | | |
|---|--|
| i) To those workmen who have put in less than 5 (five) years of service in Regular/Maintenance/Workcharged Establishment as on 1.4.1989. | 6% (Six percent) on Basic Pay + M.D.A. |
| ii) To those workmen who have put in not less than 5 (five) years of service but below 10 (ten) years of service in Regular/Maintenance/Workcharged Establishment as on 1.4.1989. | 9% (Nine percent) on Basic Pay + M.D.A. |
| iii) To those workmen who have put in not less than 10 (ten) years of service but below 20 (twenty) years of service in Regular/Maintenance/Workcharged Establishment as on 1.4.1989. | 11% (Eleven - percent) on Basic pay + M.D.A. |
| iv) To those workmen who have put in 20 (Twenty) years of service and above in Regular/Maintenance/Workcharged Establishment as on 1.4.1989. | 13% (Thirteen - percent) on Basic pay + M.D.A. |

II) After adding the component of Dearness Allowance at 632 AICPI points, Minimum guaranteed benefit and the Service weightage as detailed above to the existing Basic pay, the amount so arrived at shall be the "Revised Basic Pay". The revised Basic pay shall be fixed in the revised scales effective from 1st April, 1989 as follows:

- i) If the Revised Basic pay happens to be less than the minimum of the Revised scale, the Basic pay shall be fixed at the minimum of the revised scale.
- ii) If the Revised Basic pay happens to be one of the stages in the revised scale or is in between two stages of the revised scale, it shall be fixed at the next higher stage in the revised scale.
- iii) In the case of a workman, who, but for his/her fixation of pay in the revised scale, would have earned normal increment/elongation increment, stagnation increment, in the case of those who reach the maximum

of the scale in the existing scale in the usual course of the scale from 1-4-89 to 31-3-1990, his/her pay in the revised scale shall, if advantageous to him/her, be refixed from the date of his/her earning such increment in accordance with the aforesaid pay fixation formula. In such cases, the service weightage admissible shall be determined on the basis of the total service of the workman as on the date of the actual accrual of these increments during the period from 1-4-89 to 31-3-1990.

- iv) The pay of the workmen may be fixed in the revised scales of pay as per the ready reckoner enclosed to this order vide Annexure-II.

6. DEARNESS ALLOWANCE:

Consequent to the merger of Dearness allowance at 532 AICPI (Base-1960 = 100) the payment of Dearness allowance shall be as indicated below.

Pay Range	Percentage on the revised Basic pay	
	From 1-4-1989	From 1-7-1989
Upto Rs.1105	18.5	22.25
Rs.1106 to 1270	19.0	22.90
Rs.1271 to 1550	19.5	23.42
Rs.1551 to 1800	20.0	24.1
Rs.1801 to 2335	20.5	24.7
Rs.2336 to 2935	21.0	25.1
Rs.2936 to 3835	21.45	25.9
Rs.3836 to 5260	16	18.3
	0 Subject to a minimum of Rs.840/-	0 Subject to a minimum of Rs.1015/-

The chart showing the dearness allowance admissible to the employees at various stages in the revised pay scales is enclosed, Vide Annexure-III. In respect of employees whose pay has been fixed at any other stage, then dearness allowance shall be calculated at the percentages given above. The dearness allowance-payable shall be rounded to the nearest whole rupee, ignoring fraction of less than 50 paise while above shall be rounded to the next higher rupee.

7. HOUSE RENT ALLOWANCE

The payment of House Rent Allowance to the workmen shall be regulated as per the Annexure - III. IV

8. CITY COMPENSATORY ALLOWANCE

The payment of City Compensatory Allowance to the workmen shall be regulated as per the Annexure - III. IV

9. OTHER ALLOWANCES:

The allowances as indicated below shall be paid to the categories of workmen indicated against each allowance at the rates mentioned against each with effect from 1.4.1989 subject to the workmen complying with the Rules & Regulations of the Board regarding grant of that particular allowance and he/she being eligible thereto as per the existing rules.

1. CASH DUTY ALLOWANCE:

Cash Duty Allowance shall be paid at Rs. 65/- (Sixty five) per month to those who are incharge of cash duty;

NOTE:

i) Cash Duty Allowance shall also be payable to those workmen who are entrusted with the cash collection including Trolley cash collection.

ii) Those who work as substitutes when regular cashier, who is incharge of cash duty, proceeds on casual leave and other kinds of leave not exceeding Seven days shall be paid at Rs. 15/- (fifteen) per working day subject to a maximum of Rs. 65/- p.m.

- | | |
|---|---------------------------------------|
| 2. Special pay to Typists shall be paid at | Rs. 65/- p.m.
(Sixty five) |
| 3. Special pay to Jr. Personal Assistant shall be paid at | Rs. 85/- p.m.
(Eighty five) |
| 4. Special pay to Sr. Personal Assistant shall be paid at | Rs. 110/- p.m.
(One hundred & ten) |
| 5. Special Pay to Cyclostyling worker shall be paid at | Rs. 30/- p.m.
(Thirty) |
| 6. Special pay to Drivers shall be paid at | Rs. 65/- p.m.
(Sixty five) |
| 7. Special pay to Lift Attendants/ Trolley Drivers shall be paid at | Rs. 60/- p.m.
(Sixty) |
| 8. Special pay to Cleaners shall be paid at | Rs. 55/- p.m.
(Fifty five) |

- 9) Special pay to Junior Engineers (Hot Line works) shall be paid at Rs. 100/- p.m. (One hundred)
- 10) Special pay to Mechanic Gr.I (Hot Line works) shall be paid at Rs. 65/- p.m. (Sixty five)
- 11) Special pay to Mechanic Gr.II (Hot line works) shall be paid at Rs. 65/- p.m. (Sixty five)
- 12) Special pay to Medical staff Class-IV employees shall be paid at Rs. 25/- p.m. (Twenty five)
- 13) Personal allowance to Sr.Assistants (Inspection) shall be paid at Rs. 65/- p.m. (Sixty five)
- 14) Personal allowance to Assistants who are incharge of safe custody of documents in the Office of the Financial Adviser & Chief Accounts Officer shall be paid at Rs. 65/- p.m. (Sixty five)
- 15) Special pay to Assistant Store Keepers shall be paid at Rs. 60/Rs p.m. (Sixty)
- 16) Special pay to Store Keepers Gr.II shall be paid at Rs. 65/- p.m. (Sixty five)
- 17) Special pay to Store Keepers Gr.I shall be paid at Rs. 85/- p.m. (Eighty five)
- 18) Special pay to Telex Operator shall be paid at Rs. 25/- p.m. (Twentyfive)

9. (2) SHIFT ALLOWANCE:

Shift allowance shall be paid at 5% (Five percent) of the pay subject to a minimum of Rs. 5/- (Five) per Evening/ Night shift to all those workmen who may be deployed to the said shift duties including watch and ward and medical staff.

9. (3) CONVEYANCE ALLOWANCE:

(a) Conveyance Allowance shall be paid as follows, wherever the same is admissible at present:

- i) Motor Cycle Allowance. Rs. 140/- (One hundred and forty) per month.
- ii) Bicycle Allowance. Rs. 40/- (Forty) per month.

(b) The workmen who are entrusted with the duty of delivery of tappal shall be paid Conveyance Allowance at Rs. 40/- (Forty) per month and in the case of absence of regular incumbent,

the substitute shall be paid Conveyance Allowance at Rs. 2/- (Two) per day subject to a maximum of Rs. 40/- (Forty) per month.

(c) The Operators/Overseers deputed for Meter reading shall be paid Conveyance Allowance at Rs. 2/- (Two) per day subject to maximum of Rs. 40/- (Forty) per month.

9. (4) WASHING ALLOWANCE:

Washing Allowance shall be paid at Rs. 25/- (Twenty five) per month wherever the same is admissible at present.

9. (5) SPECIAL LOCALITY ALLOWANCE:

i) The Special Locality Allowance shall be paid at 15% (Fifteen percent) of Basic pay subject to a maximum of Rs. 325/- (Three hundred and twenty five) per month to the workmen in the following places.

- (a) M.G.H.E. Works, Jog Falls (including Pre-University College, Jog.)
- (b) Hulical
- (c) Gogi branch.

ii) The Special Locality Allowance shall be paid at 6% (Six percent) of the Basic pay subject to a maximum of Rs. 225/- (Rs. Two hundred and twenty five) per month to the workmen in the following places.

- (a) Ghataprabha
- (b) Dandeli
- (c) Supa
- (d) Malleswara (Kudremukh Project)
- (e) Shimsha, Sivasamudram
- (f) Munirabad
- (g) Upper Krishna Project.

9. (6) HILL ALLOWANCE.

Hill Allowance in respect of workmen working at the Hilly places wherever this allowance is admissible shall be paid on par with State Government, as follows:

(a) Workmen drawing pay below
Rs. 1015/- p.m.

Rs. 50/- p.m.
(Fifty)

(b) Workmen drawing pay of
Rs. 1015/- p.m. & above.

Rs. 80/- p.m.
(Eighty).

9. (7) CONSTRUCTION ALLOWANCE:

Construction Allowance shall be paid at the existing rates at 12% (Twelve percent) at Jog Falls and 6% (Six percent) at other places subject to a maximum of Rs. 225/- (Rupees Two - hundred and twenty five) per month.

9. (8) DIP & DIVING ALLOWANCE:

Payment of Special Allowance to Divers and Dip Allowance wherever the same is being paid at present shall be paid as follows:

(a) Special allowance to
Divers.

Rs. 50/- p.m.
(Fifty)

(b) Dip Allowance

Rs. 25/- per Dip per hour.
(Twenty five)

10. RETIREMENT BENEFIT.

The workmen retiring from Board service shall be presented with a memento i.e. Quartz Wall Clock or anything in lieu of this as suggested by the Union costing not more than Rs. 500/- (Five hundred). A service certificate shall also be given.

NOTE: All other allowances/Special pay which are being paid by the Board at present shall be continued to be paid at the same rates subject to the workmen complying with the Rules & Regulations of the Board regarding the grant of that particular allowance/special pay he/she is eligible thereto as per the existing rules.

11. AMENITIES & FACILITIES:

i) In the case of workmen who are drawing Basic pay of Rs. 1550/- and below per month and provided with rent free quarters no recovery towards House Rent shall be made from 1.4.1989, and they will not be entitled to payment of any House Rent Allowance.

ii) Reimbursement of the following charges shall be made at the rates mentioned against each.

- | | |
|--|---|
| (a) Stitching charges for two sets of Uniforms. | Rs. 140/-
(One hundred & forty only) |
| (b) Purchase of shoes (One pair) | Rs. 100/-
(One hundred only) |
| (c) Purchase of chappals (One pair). | Rs. 60/-
(Sixty only) |
| (d) Sarees with petti-coats & Blouse pieces 2 nos. each including stitching charges. | Rs. 225/-
(Two hundred & Twenty-five only) |

12. ACCIDENT GRANT:

- (a) Whenever an employee meets with an accident of a severe nature while on duty he/she shall be permitted to obtain medical treatment in any of the Hospitals as per the advice of the Authorised Medical Attendant of the Board. Medical reimbursement proposals in such cases may be sent to the Board.
- (b) Whenever a workman meets with an accident and is hospitalised he/she shall be sanctioned an accident grant as follows:
- i) Rs. 250/- (Two hundred and fifty only) where the workman is hospitalised for a period upto and inclusive of Seven days while on duty.
 - ii) Rs. 400/- (Four hundred only) in case of hospitalisation for a period beyond Seven days while on duty.
- (c) An advance amounting to a maximum of 2 (Two) months' pay shall be paid, depending upon the nature of injury sustained, towards the expenditure on food, nourishment and other expenses during treatment. The advance so paid shall be recovered in 8 (Eight) equal monthly instalments. The recovery of advance shall commence from the month succeeding the month in which the workman reports for duty.
- (d) The sanctioning authority of the said advance is Executive Engineer, Elecl., / Superintending Engineer, El. / Chief Engineer, Electy. (Zone) as the case may be.
- (e) Injury leave to the extent of 3 (Three) months and 6 (Six) months shall be sanctioned by the Executive Engineer, Elecl., / Superintending Engineer, Elecl., respectively.

13. PROVISION OF GRATUITY AS FUNERAL EXPENSES:

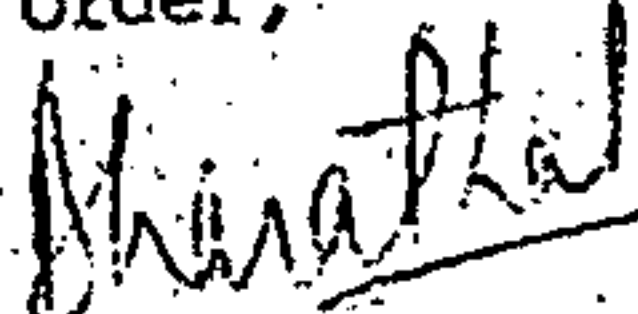
When a workman dies while in service the dependents of the deceased shall be paid Rs. 500/- (five hundred) as funeral expenses and Rs. 25/- (twenty five) shall be sanctioned separately for placing a wreath on dead body by the concerned local office.

14. The revision of pay scales is linked to production and productivity. Further the Board expects that the employees will put forth their best efforts for rendering efficient service to the consumer-public. They will also exhibit a great sense of dedication to work, discipline, obedience and understanding.

15. The revised pay shall be drawn ⁱⁿ the monthly bills from April, 1990 and onwards. Separate orders will be issued with regard to payment of arrears for the period from 1.4.1989 to 31.3.1990.

16. If any question arises relating to the interpretation of any of the clauses/provisions of this Board order it shall be referred to the Board for decision. Any clerical, typographical and arithmetical mistakes be brought to the notice of the Board.

By Order,


M. Bhaskar Lal Meena
SECRETARY

KEB.

To
Shri A. Thimmaiah, Member, KEB, Bangalore.
The Chief Engineer, Electricity (General) KEB, Bangalore
All the Chief Engineers, Electricity, KEB
The Chief Vigilance Officer, KEB, Bangalore
The Director (Research) KEB, Bangalore
The Financial Adviser & Chief Accounts Officer, KEB, Bangalore
The Accountant General (Audit-II) Karnataka, Bangalore
The Managing Director, KPC Limited, Bangalore
The Chief Electrical Inspector to Government, Bangalore
The Director, ITC, KEB, Bangalore
The Superintending Engineer, El., TBHE Scheme, TB Dam.
All the Superintending Engineers, Elecl., / Controllers/Executive
Engineers, Elecl., / Deputy Controllers of Accounts/Accounts
Officers, KEB. 171
The Principal, Training Institute (M) KEB, Bangalore
All Officers, Board Secretariat
The General Secretary, KEB Employees' Union (Reg. No. 659) Bangalore
BAS to CM/FM/M(T)/Secretary/Adcl. Secretary.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-I to Board Order No.KEB/B16/3888/89-90 dt. 12.4.90.

REVISED SCALES of Pay effective from 1.4.1989 to various Categories of Workmen of the KARNATAKA ELECTRICITY BOARD who have been appointed by Direct Recruitment, by absorption and by promotion:

Sl. No.	Designation	Existing Pay Scales	Revised Pay Scales with effect from 1.4.1989
1	2	3	4
1	Mali Gr.II/Fieldmen Gr.III/ Care Taker, Dhobi, Ward Attendant, Sanitary Worker, Watchman (Office/Security/ Stores), Office Attendant Gr.II	Rs. 610-10-660- 15-765-20- 865-25-990- 30-1140	Rs. 940-15-1045- 20-1145-25- 1270-30-1450- 50-1950
2	Station Attendant Gr.II, Asst. Lineman, Attendant Gr.II (TC), Attendant Gr.II (RT.), Atten- dant Gr.II (MT.), Helpers (Stores), Helpers (Workshop), Mali Gr.I, Fieldman Gr.II, Helper (Civil), Maity, Cook, Cleaner/Auto Helper, Security Head Guards	Rs. 640-10-660- 15-735-20-835- 25-960-30-1200	Rs. 1015-15- 1045-20-1145- 25-1270-30- 1450-50-2050
3	Station Attendant Gr.I, Lineman, Attendant Gr.I (TC.), Attendant Gr.I (RT), Attendant Gr.I (MT.), Cutter/Hammerman/Blacksmith Gr.II/Machine Operator/Store Attendant Gr.I/Driller/Puncher/ Fitter Gr.III, Painter Gr.II/ Grinder/Sheet Metal Worker/ Tinker Gr.II/Carpenter Gr.III, Attendant Gr.I (WS), Civil Mate, Plumber-cum-Fitter Gr.III, Fieldman Gr.I/Maistry Gr.III, Bar Bender-cum-Vibrator Atten- dant Gr.I, Butler, Cook-cum- Butler, Attendant Gr.I (Tool Keeper), Jamedar (Watch & Ward), Head Watchman, Darkroom Assistant, Lift Attender, Daftary, Office Attendant Gr.I.	Rs. 675-15-735- 20-835-25- 960-30-1110- 50-1360	Rs. 1065-20- 1145-25-1270- 30-1450-50- 1750-60-2290
4	Wireman	Rs. 705-15-735- 20-835-25- 960-30-1110- 50-1410	Rs. 1085-20- 1145-25-1270- 30-1450-50- 1750-60-2350

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1	2	3	4
5	Station Mechanic Gr.II, Crane Operator Gr.II, Plumber Gr.II, Painter Gr.I, Line Mechanic Gr.II, Mechanic Gr.II (TC), Mechanic Gr.II (RT), Mechanic Gr.II (MT), Maistry Gr.II, Welder Gr.II, Turner Gr.II, Blacksmith Gr.I, Carpenter Gr.II, Mechanic-cum-Machinist Gr.II, Painter Gr.I, Fitter Gr.II, Tinker Gr.I, Maistry (Civil) Gr.II, Mason Gr.II, Plumber-cum-Fitter Gr.II, Maistry (Health) Gr.II, Driver Gr.II, Auto Mechanic Gr.II.	Rs. 755-20-835-25-960-30-1110-50-1360-60-1540	Rs. 1145-25-1270-30-1450-50-1750-60-2110-75-2635
6	Junior Assistant / Typist	Rs. 755-20-835-25-960-30-1110-50-1360-60-1720	Rs. 1145-25-1270-30-1450-50-1750-60-2110-75-2860
7	Station Mechanic Gr.I/ Crane Operator Gr.I, Plumber Gr.I, Line Mechanic Gr.I, Mechanic Gr.I (TC), Mechanic Gr.I (RT), Mechanic Gr.I (MT), Maistry Gr.I, Mechanic-cum-Machinist Gr.I, Fitter Gr.I, Carpenter Gr.I, Turner Gr.I, Welder Gr.I, Maistry (Civil) Gr.I, Mason Gr.I, Plumber Gr.I, Auto Mechanic Gr.I, Operators/ Overseers/Meter Readers, Tracer (Civil), Tracer/Blue Printer, Assistant Draughtsman, Assistant Store Keeper.	Rs. 795-20-835-25-960-30-1110-50-1360-60-1720	Rs. 1195-25-1270-30-1450-50-1750-60-2110-75-2860
8	Assistant Cable Jointer/Hot Line Mechanic Gr.II	Rs. 860-25-960-30-1110-50-1360-60-1660-75-1960	Rs. 1300-30-1450-50-1750-60-2110-75-2635-100-3335
9	Assistant/Junior Personal Assistant	Rs. 860-25-960-30-1110-50-1360-60-1660-75-2110	Rs. 1300-30-1450-50-1750-60-2110-75-2635-100-3535

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1	2	3	4
10	Cable Jointer, Hotline Mechanic Gr. I, Senior Mechanic, Senior Mechanic (IC), Senior Mechanic (MT), Senior Mechanic (RT), Instrument Mechanic/Asst. Foreman, Senior Mechanic (WS), Driver Gr. I, Asst. Foreman (Transport), Store Keeper Gr. II, Draughtsman/Draughtsman (Civil)	Rs. 935-25-960-30-1110-50-1360-60-1660-75-2110	Rs. 1290-30-1450-50-1750-60-2110-75-2635-100-3535
11	Junior Engineer, El., Junior Engineer (Civil), Senior Asst. Store Keeper Gr. I, Draughtsman, Senior Draughtsman (Civil), Special Grade Driver	Rs. 1050-30-1110-50-1360-60-1660-75-2035-100-2435	Rs. 1550-50-1750-60-2110-75-2635-100-3335-125-4085
12	Merit Grade Mechanic	Rs. 1160-50-1360-60-1660-75-2035-100-2435	Rs. 1650-50-1750-60-2110-75-2635-100-3335-125-4085
13	Asst. Engineer (Non-Graduate)	Rs. 1420-60-1660-75-2035-100-2535-125-2785	Rs. 1930-60-2110-75-2635-100-3335-125-4210-150-4360

- NOTE:**
- 1) If the designation of any Category of Workmen is not included in the above, the Workmen will be given the revised scale of pay corresponding to his existing scale of pay.
 - 2) If and when the scale of Assistant Engineers (Graduates) is revised, Assistant Engineers (Non-Graduates) will also be given the same scale and remuneration.
 - 3) Workmen borne on Work Charged Establishment will be given revised scale of pay corresponding to his existing scale of pay.

S. S. S. S.
for Secretary,
K.E.B.

vss/ -

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II

STATEMENT Showing the Fixation of pay as per Board Order No. KEB/B16/3388/39-90 dated 12-4-90.

SCALE: 1

Existing Scale: Rs. 610-10-660-15-765-20-865-25-990-30-1140

Revised Scale: Rs. 940-15-1045-20-1145-25-1270-30-1450-50-1950

Sl. No.	Pay as on 1-4-1989 in existing Scale	Pay in the Revised Scale for Service of			
		Less than 5 Years	above but less than 10 Years	above but less than 20 years	20 Years and above
	Rs.	Rs.	Rs.	Rs.	Rs.
1.	610	1015	1045	1065	1095
2.	620	1030	1065	1065	1085
3.	630	1045	1065	1085	1105
4.	640	1065	1085	1105	1125
5.	650	1085	1105	1125	1125
6.	660	1085	1105	1125	1145
7.	675	1105	1125	1145	1170
8.	690	1125	1145	1170	1195
9.	705	1145	1170	1195	1220
10.	720	1170	1195	1220	1245
11.	735	1195	1220	1245	1245
12.	750	1220	1245	1270	1270
13.	765	1220	1270	1270	1300
14.	785	1245	1300	1300	1330
15.	805	1300	1330	1330	1360
16.	825	1300	1330	1360	1390
17.	845	1330	1360	1390	1420
18.	865	1360	1390	1420	1450
19.	890	1390	1420	1450	1500
20.	915	1420	1500	1500	1500
21.	940	1500	1500	1550	1550
22.	965	1500	1550	1550	1600
23.	990	1550	1600	1600	1650
24.	1020	1600	1600	1650	1650
25.	1050	1600	1650	1650	1700
26.	1080	1650	1700	1700	1750
27.	1110	1650	1700	1750	1750
28.	1140	1700	1750	1750	1800

for Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

STATEMENT Showing the fixation of Pay as per Board Order No.KEB/
B16/3888/89-90 dated:12.4.90.

SCALE: 2:

Existing Scale: Rs.640-10-660-15-735-20-835-25-960-30-1200
Revised Scale: Rs.1015-15-1045-20-1145-25-1270-30-1450-50-2050

Sl. No.	Pay as on 1.4.1989 in existing Scale	Pay in the revised Scale for service			
		Less than 5 years	5 years & above but less than 10 years	10 years & above but less than 20 years	20 years and above
1	Rs. 640	Rs. 1065	Rs. 1085	Rs. 1105	Rs. 1125
2	650	1085	1105	1125	1125
3	660	1085	1105	1125	1145
4	675	1105	1125	1145	1170
5	690	1125	1145	1170	1195
6	705	1145	1170	1195	1220
7	720	1170	1195	1220	1245
8	735	1195	1220	1245	1245
9	755	1220	1245	1270	1300
10	775	1245	1270	1300	1300
11	795	1270	1300	1330	1330
12	815	1300	1330	1360	1360
13	835	1330	1360	1390	1390
14	860	1360	1390	1420	1450
15	885	1390	1420	1450	1500
16	910	1420	1450	1500	1500
17	935	1450	1500	1550	1550
18	960	1500	1550	1550	1600
19	990	1550	1600	1600	1650
20	1020	1600	1600	1650	1650
21	1050	1600	1650	1650	1700
22	1080	1650	1700	1700	1750
23	1110	1650	1700	1750	1750
24	1140	1700	1750	1750	1800
25	1170	1750	1800	1800	1850
26	1200	1750	1800	1850	1850

Chaitanya
for Secretary,
K. E. B.

vss/-

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

STATEMENT Showing the fixation of Pay as per Board Order No.
KEB/B16/3888/89-90 dated: 12.4.90.

SCALE: 3:

Existing Scale: Rs. 675-15-
735-20-835-25-960-30-1110-
50-1360

Revised Scale: Rs. 1065-20-1145-
25-1270-30-1450-50-1750-50-
2290

Sl. No.	Pay as on 1.4.1989 in existing Scale	Pay in the revised Scale for service			
		Less than 5 years	5 years & above but less than 10 years	10 years & above but less than 20 years	20 years and above
1	Rs. 675	Rs. 1105	Rs. 1125	Rs. 1145	Rs. 1170
2	690	1125	1145	1170	1195
3	705	1145	1170	1195	1220
4	720	1170	1195	1220	1245
5	735	1195	1220	1245	1245
6	755	1220	1245	1270	1300
7	775	1245	1270	1300	1300
8	795	1270	1300	1330	1330
9	815	1300	1330	1360	1360
10	835	1330	1360	1390	1390
11	850	1360	1390	1420	1450
12	865	1390	1420	1450	1500
13	910	1420	1450	1500	1500
14	935	1450	1500	1550	1550
15	960	1500	1550	1550	1600
16	990	1550	1600	1600	1650
17	1020	1600	1600	1650	1650
18	1050	1600	1650	1650	1700
19	1080	1650	1700	1700	1750
20	1110	1650	1700	1750	1750
21	1160	1750	1750	1810	1810
22	1210	1810	1810	1870	1870
23	1260	1810	1870	1930	1930
24	1310	1870	1930	1990	1990
25	1360	1930	1990	2050	2050

Singh
for Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

STATEMENT Showing the fixation of Pay as per Board Order No.
KEB/B16/3888/89-90 dated: 12.4.90.

SCALE: 4:

Existing Scale: Rs. 705-15-735-20-835-25-960-30-1110-50-1410
Revised Scale: Rs. 1085-20-1145-25-1270-30-1450-50-1750-60-2350

Sl. No.	Pay as on 1.4.1989 in existing Scale	Pay in the revised Scale for service			
		Less than 5 years	5 years & above but less than 10 years	10 years & above but less than 20 years	20 years and above
1	705	1145	1170	1195	1220
2	720	1170	1195	1220	1245
3	735	1195	1220	1245	1245
4	755	1220	1245	1270	1300
5	775	1245	1270	1300	1300
6	795	1270	1300	1330	1330
7	815	1300	1330	1360	1360
8	835	1330	1360	1390	1390
9	860	1360	1390	1420	1450
10	885	1390	1420	1450	1500
11	910	1420	1450	1500	1500
12	935	1450	1500	1550	1550
13	960	1500	1550	1550	1600
14	990	1550	1600	1600	1650
15	1020	1600	1600	1650	1650
16	1050	1600	1650	1650	1700
17	1080	1650	1700	1700	1750
18	1110	1650	1700	1750	1750
19	1160	1750	1750	1810	1810
20	1210	1810	1810	1870	1870
21	1260	1810	1870	1930	1930
22	1310	1870	1930	1990	1990
23	1360	1930	1990	2050	2050
24	1410	1990	2050	2110	2110

Signed
for Secretary,
K. E. B.

vss/ -

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

STATEMENT Showing the fixation of Pay as per Board Order No.
KEB/B16/3888/89-90 dated:12.4.90.

SCALE: 5:

Existing Scale: Rs. 755-20-
835-25-960-30-1110-50-1360-
60-1540

Revised Scale: Rs. 1145-25-1270-
30-1450-50-1750-60-2110-75-
2635

Sl. No.	Pay as on 1.4.1989 in existing Scale	Pay in the revised Scale for service			
		Less than 5 years	5 Years & above but less than 10 years	10 years & above but less than 20 years	20 years and above
	Rs.	Rs.	Rs.	Rs.	Rs.
1	755	1220	1245	1270	1300
2	775	1245	1270	1300	1300
3	795	1270	1300	1330	1330
4	815	1300	1330	1360	1360
5	835	1330	1360	1390	1390
6	860	1360	1390	1420	1450
7	885	1390	1420	1450	1500
8	910	1420	1450	1500	1500
9	935	1450	1500	1550	1550
10	960	1500	1550	1550	1600
11	990	1550	1600	1600	1650
12	1020	1600	1600	1650	1650
13	1050	1600	1650	1650	1700
14	1080	1650	1700	1700	1750
15	1110	1650	1700	1750	1750
16	1160	1750	1750	1810	1810
17	1210	1810	1810	1870	1870
18	1260	1810	1870	1930	1930
19	1310	1870	1930	1990	1990
20	1360	1930	1990	2050	2050
21	1420	2050	2110	2110	2185
22	1480	2110	2185	2185	2260
23	1540	2185	2260	2260	2335

Ongeed Karad
for Secretary,
K. E. B.

vss/ -

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

STATEMENT Showing the fixation of Pay as per Board Order
No.KEB/BI6/3888/89-90 dated:12.4.90.

SCALE: 6:

Existing Scale: Rs.755-20-
835-25-960-30-1110-50-1360-
60-1720

Revised Scale: Rs.1145-25-
1270-30-1450-50-1750-60-
2110-75-2860

Sl. No.	Pay as on 1.4.1989 in existing Scale	Pay in the revised Scale for service of			
		Less than 5 years	5 years & above but less than 10 years	10 years & above but less than 20 years	20 years and above
	Rs.	Rs.	Rs.	Rs.	Rs.
1	755	1220	1245	1270	1300
2	775	1245	1270	1300	1300
3	795	1270	1300	1330	1330
4	815	1300	1330	1360	1360
5	835	1330	1360	1390	1390
6	860	1360	1390	1420	1450
7	885	1390	1420	1450	1500
8	910	1420	1450	1500	1500
9	935	1450	1500	1550	1550
10	960	1500	1550	1550	1600
11	990	1550	1600	1600	1650
12	1020	1600	1600	1650	1650
13	1050	1600	1650	1650	1700
14	1080	1650	1700	1700	1750
15	1110	1650	1700	1750	1750
16	1160	1750	1750	1810	1810
17	1210	1810	1810	1870	1870
18	1260	1810	1870	1930	1930
19	1310	1870	1930	1990	1990
20	1360	1930	1990	2050	2050
21	1420	2050	2110	2110	2185
22	1480	2110	2185	2185	2260
23	1540	2185	2260	2260	2335
24	1600	2260	2335	2335	2410
25	1660	2335	2410	2410	2485
26	1720	2410	2485	2560	2560

Digitized
for Secretary,
K. E. B.

vss/ -

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

STATEMENT Showing the fixation of Pay as per Board Order
No.KEB/316/3889/89-90 dated: 12.4.90.

SCALE: 7:

Existing Scale: Rs.795-20-
835-25-960-30-1110-50-
1360-60-1720

Revised Scale: Rs.1195-25-
1270-30-1450-50-1750-60-
2110-75-2860

Sl. No.	Pay as on 1.4.1989 in existing Scale	Pay in the revised Scale for service			
		Less than 5 years	5 Years & above but less than 10 years	10 Years & above but less than 20 years	20 years and above
1	795	1270	1300	1330	1335
2	815	1300	1330	1360	1360
3	835	1330	1360	1390	1390
4	860	1360	1390	1420	1450
5	885	1390	1420	1450	1500
6	910	1420	1450	1500	1500
7	935	1450	1500	1550	1550
8	960	1500	1550	1550	1600
9	990	1550	1600	1600	1650
10	1020	1600	1600	1650	1650
11	1050	1600	1650	1650	1700
12	1080	1650	1700	1700	1750
13	1110	1650	1700	1750	1750
14	1160	1750	1750	1810	1810
15	1210	1810	1810	1870	1870
16	1260	1810	1870	1930	1930
17	1310	1870	1930	1990	1990
18	1360	1930	1990	2050	2050
19	1420	2050	2110	2110	2185
20	1480	2110	2185	2185	2260
21	1540	2185	2260	2260	2335
22	1600	2260	2335	2335	2410
23	1660	2335	2410	2410	2485
24	1720	2410	2485	2560	2560

[Signature]
for Secretary,
K. E. B.

vss/ -

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II

STATEMENT SHOWING THE FIXATION OF PAY AS PER B.O. NO. KEB.
B16/3888/89-90 DATED: 12.4.90.

SCALE .8

EXISTING SCALE: Rs. 860-25-960-30-1110-50-1360-60-1660-75-1960.
REVISED SCALE: Ps. 1300-30-1450-50-1750-60-2110-75-2635-100-3335.

PAY IN THE REVISED SCALE FOR SERVICE

S1. No.	PAY AS ON 1-4-89 IN EXISTING SCALE.	LESS THAN 5 YEARS.	5 YEARS & ABOVE BUT LESS THAN 10 YEARS.	10 YEARS & ABOVE BUT LESS THAN 20 YEARS.	20 YEARS AND ABOVE.
1.	860	1360	1390	1420	1450
2.	885	1390	1420	1450	1450
3.	910	1420	1450	1500	1500
4.	935	1450	1500	1500	1550
5.	960	1500	1550	1550	1600
6.	990	1550	1600	1600	1650
7.	1020	1600	1600	1650	1650
8.	1050	1600	1650	1650	1700
9.	1080	1650	1700	1700	1750
10.	1110	1650	1700	1750	1750
11.	1160	1750	1750	1810	1810
12.	1210	1810	1810	1870	1870
13.	1260	1810	1870	1930	1930
14.	1310	1870	1930	1990	1990
15.	1360	1930	1990	2050	2050
16.	1420	2050	2110	2110	2185
17.	1480	2110	2185	2185	2260
18.	1540	2185	2260	2260	2335
19.	1600	2260	2335	2335	2410
20.	1660	2335	2410	2410	2485
21.	1735	2410	2485	2560	2560
22.	1810	2560	2635	2635	2735
23.	1885	2635	2735	2735	2835
24.	1960	2735	2835	2835	2935

S. M. K. S.
for Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE -II

STATEMENT SHOWING THE FIXATION OF PAY AS PER B.O. NO. K.E.B.
B16/3888/89-90 DATED: 12.4.90.

SCALE: 9

EXISTING SCALE: Rs. 860-25-960-30-1110-50-1360-60-1650-75-2110.
REVISED SCALE: Rs. 1300-30-1450-50-1750-60-2110-75-2635-100-3535.

Sl. No.	PAY AS ON 1-4-89 IN EXISTING SCALE.	PAY IN THE REVISED SCALE FOR SERVICE			
		LESS THAN 5 YEARS.	5 YEARS & ABOVE BUT LESS THAN 10 YEARS.	10 YEARS & ABOVE BUT LESS THAN 20 YEARS.	20 YEARS AND ABOVE.
1.	860	1360	1390	1420	1450
2.	885	1390	1420	1450	1500
3.	910	1420	1450	1500	1500
4.	935	1450	1500	1550	1550
5.	960	1500	1550	1550	1600
6.	990	1550	1600	1600	1650
7.	1020	1600	1600	1650	1650
8.	1050	1600	1650	1650	1700
9.	1080	1650	1700	1700	1750
10.	1110	1650	1700	1750	1750
11.	1160	1750	1750	1810	1810
12.	1210	1810	1810	1870	1870
13.	1260	1810	1870	1930	1930
14.	1310	1870	1930	1990	1990
15.	1360	1930	1990	2050	2050
16.	1420	2050	2110	2110	2185
17.	1480	2110	2185	2185	2260
18.	1540	2185	2260	2260	2335
19.	1600	2260	2335	2335	2410
20.	1660	2335	2410	2410	2485
21.	1735	2410	2485	2560	2560
22.	1810	2560	2635	2635	2735
23.	1885	2635	2735	2735	2835
24.	1960	2735	2835	2835	2935
25.	2035	2835	2935	2935	3035
26.	2110	2935	3035	3035	3135

Confirmed
for Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II

STATEMENT SHOWING THE FIXATION OF PAY AS PER B.O.NO.KEB.
B16/3888/89-90 DATED: 12.4.90.

SCALE: 10

EXISTING SCALE: Rs.935-25-960-30-1110-50-1360-50-1660-75-2110
REVISED SCALE: Rs.1390-30-1450-50-1750-50-2110-75-2635-100-3535.

PAY IN THE REVISED SCALE FOR SERVICE

Sl. NO.	PAY AS ON 1-4-89 IN EXISTING SCALE.	LESS THAN 5 YEARS.	5 YEARS & ABOVE BUT LESS THAN 10 YEARS.	10 YEARS & ABOVE BUT LESS THAN 20 YEARS.	20 YEARS AND ABOVE.
1.	935	1450	1500	1550	1550
2.	960	1500	1550	1550	1600
3.	990	1550	1600	1600	1650
4.	1020	1600	1600	1650	1650
5.	1050	1600	1650	1650	1700
6.	1080	1650	1700	1700	1750
7.	1110	1650	1700	1750	1750
8.	1160	1750	1750	1810	1810
9.	1210	1810	1810	1870	1870
10.	1260	1810	1870	1930	1990
11.	1310	1870	1930	1990	1990
12.	1360	1930	1990	2050	2050
13.	1420	2050	2110	2110	2185
14.	1480	2110	2185	2185	2260
15.	1540	2185	2260	2260	2335
16.	1600	2250	2335	2335	2410
17.	1660	2335	2410	2410	2485
18.	1735	2410	2485	2560	2560
19.	1810	2560	2635	2635	2735
20.	1885	2635	2735	2735	2835
21.	1960	2735	2835	2835	2935
22.	2035	2835	2935	2935	3035
23.	2110	2935	3035	3035	3135

S. S. Srinivas
for Secretary,
KEB.

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II

STATEMENT SHOWING THE FIXATION OF PAY AS PER B.O.NO.KEB.
B16/3888/89-90 DATED: 12.4.90.

SCALE: 11

EXISTING SCALE: Rs.1050-30-1110-50-
1360-50-1660-75-2035-100-
2435.
REVISED SCALE: Rs.1550-50-
1750-60-2110-75-2635-100-
3335-125-4065.

PAY IN THE REVISED SCALE FOR SERVICE

SL. NO.	PAY AS ON 1-4-89 IN EXISTING SCALE.	LESS THAN 5 YEARS.	5 YEARS & ABOVE BUT LESS THAN 10 YEARS.	10 YEARS & ABOVE BUT LESS THAN 20 YEARS.	20 YEARS AND ABOVE.
1.	1050	1600	1650	1650	1700
2.	1080	1650	1700	1700	1750
3.	1110	1650	1700	1750	1750
4.	1160	1750	1750	1810	1810
5.	1210	1810	1810	1870	1870
6.	1260	1810	1870	1930	1930
7.	1310	1870	1930	1990	1990
8.	1360	1930	1990	2050	2050
9.	1420	2050	2110	2110	2185
10.	1480	2110	2185	2185	2260
11.	1540	2185	2260	2260	2335
12.	1600	2260	2335	2335	2410
13.	1660	2335	2410	2410	2485
14.	1735	2410	2485	2560	2560
	1810	2560	2635	2635	2735
16.	1885	2635	2735	2735	2835
17.	1960	2735	2835	2835	2935
18.	2035	2835	2935	2935	3035
19.	2135	2935	3035	3135	3135
20.	2235	3135	3135	3235	3235
21.	2335	3235	3335	3335	3460
22.	2435	3335	3460	3460	3585

S. S. Srinivas
for Secretary,
KEB.

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II

STATEMENT SHOWING THE FIXATION OF PAY AS PER B.O.NO.
KEB/B16/3888/89-90 DATED: 12.4.90.

SCALE: 12

EXISTING SCALE: Rs. 1160-50-1360-60
1660-75-2035-100-2435

REVISED SCALE: Rs. 1550-50-1750-
60-2110-75-2635-100-
3335-125-4085.

PAY IN THE REVISED SCALE FOR SERVICE

SL. No.	PAY AS ON 1-4-89 IN EXISTING SCALE.	PAY IN THE REVISED SCALE FOR SERVICE			
		LESS THAN 5 YEARS.	5 YEARS & ABOVE BUT LESS THAN 10 YEARS.	10 YEARS & ABOVE BUT LESS THAN 20 YEARS.	20 YEARS AND ABOVE.
1.	1160	1750	1750	1810	1810
2.	1210	1610	1810	1870	1870
3.	1260	1810	1870	1930	1930
4.	1310	1870	1930	1990	1990
5.	1360	1930	1990	2050	2050
6.	1420	2050	2110	2110	2135
7.	1480	2110	2185	2185	2260
8.	1540	2185	2260	2260	2335
9.	1600	2260	2335	2335	2410
10.	1660	2335	2410	2410	2485
11.	1735	2410	2485	2560	2560
12.	1810	2560	2635	2635	2735
13.	1885	2635	2735	2735	2835
14.	1960	2735	2835	2835	2935
15.	2035	2835	2935	2935	3035
16.	2135	2935	3035	3135	3135
17.	2235	3135	3135	3235	3235
18.	2335	3235	3335	3335	3460
19.	2435	3335	3460	3460	3585

S. Srinivas
for Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE -II

STATEMENT SHOWING THE FIXATION OF PAY AS PER B.O.
NO.KEB.B16/3888/89-90 DATED:12.4.90.

SCALE: 13.

EXISTING SCALE: Rs.1420-60-1660-7
75-2035-100-2535-125-2785.

REVISED SCALE: Rs.1930-60-
2110-75-2635-100-3335-
125-4210-150-4360.

Sl. NO.	PAY AS ON 1-4-89 IN EXISTING SCALE.	PAY IN THE REVISED SCALE FOR SERVICE			
		LESS THAN 5 YEARS.	5 YEARS & ABOVE BUT LESS THAN 10 YEARS.	10 YEARS & ABOVE BUT LESS THAN 20 YEARS.	20 YEARS AND ABOVE.
1.	1420	2050	2110	2110	2185
2.	1480	2110	2185	2185	2260
3.	1540	2185	2260	2260	2335
4.	1600	2260	2335	2335	2410
5.	1660	2335	2410	2410	2485
6.	1735	2410	2485	2560	2560
7.	1810	2560	2635	2635	2735
8.	1885	2635	2735	2735	2835
9.	1960	2735	2835	2835	2935
10.	2035	2835	2935	2935	3035
11.	2135	2935	3035	3135	3135
12.	2235	3135	3135	3235	3235
13.	2335	3235	3335	3335	3460
14.	2435	3335	3460	3460	3585
	2535	3460	3585	3535	3710
	2660	3585	3710	3835	3835
17.	2785	3835	3835	3960	4085

Ingeelure
for Secretary,
K.E.B.

Chart showing the Dearness allowance admissible to the employees at various stages in the revised pay scales.

Pay in the Revised scales.	D.A. admissible w.e.f. 1.4.89	D.A. admissible w.e.f. 1.7.89
1	2	3
Rs.	Rs.	Rs.
Upto 1015	188	226
1030	192	229
1045	193	233
1065	197	237
1085	201	241
1105	204	246
1125	214	258
1145	218	262
1170	222	268
1195	227	274
1220	232	279
1245	237	285
1270	241	291
1300	254	304
1330	259	311
1360	265	319
1390	271	326
1420	277	333
1450	283	340
1500	293	351
1550	302	363
1600	320	386
1650	330	398
1700	340	410
1750	350	422

1	2	3
Rs.	Rs.	Rs.
1800	360	434
1810	371	447
1850	379	457
1870	383	462
1930	396	477
1990	408	492
2050	420	506
2110	433	521
2185	448	540
2260	463	558
2335	479	577
2410	506	605
2485	522	624
2560	538	643
2635	553	661
2735	574	686
2835	595	712
2935	616	737
3035	651	786
3135	672	812
3235	694	838
3335	715	864
3460	742	896
3585	769	929
3710	796	961
3835	823	993
3960	840	1015
4085	840	1015
4210	840	1015
4360	840	1015
4510	840	1015
4660	840	1015
4810	840	1015
4960	840	1015
5110	840	1015
5260	842	1015

Chandrasekhar
for Secretary.

KARNATAKA ELECTRICITY BOARD

1. Board Order No. KEB/B16/9650/85-86 Dated 7.4.1986 according approval to revise the scales of pay of Officers of Karnataka Electricity Board with effect from 1st April 1985.

ORDER NO. KEB/B16/1950/90-91,

BANGALORE, DATED: 27th SEPT., 1990

Board is pleased to approve the revision of pay scales of Officers of the Karnataka Electricity Board as detailed in Annexure-I appended to this order by merging the component of Dearness Allowance as on 1.7.1986 at 632 AICPI points (Base 1960 = 100) as sanctioned in Board Order No. KEB/B16/3825/86-87 Dated 9.12.1986, with the existing basic pay, subject to the following conditions:

DATE OF EFFECT:

The revised pay scales shall take effect from 1st April 1989.

2. The Margeable D.A. introduced from 1.7.1986 in Board Order No. KEB/B16/3825/86-87 Dated 9.12.1986 shall cease to exist from 1.4.1989, as a separate item.

3. Officers recruited to Board's service against direct recruitment quota in respect of categories of posts as set out in Annexure-I on or after 1.4.1989 shall be started at the minimum of the time scale of the post against which they are appointed.

PAY FIXATION & WEIGHTAGE:

The initial pay of the Officers to whom the revised scale of pay apply shall be fixed in that scale as on 1.4.1989 in the following manner:

1) To the existing Basic Pay, (which for this purpose will include annual increment/stagnation increment, if any, accruing as on 1.4.1989 in the existing scale as well as personal pay, if any, drawn on 1.4.1989) add the following:

a) The component of Dearness Allowance at 632 AICPI points as on 1.7.86 on the existing basic pay,

b) Weightage at a flat rate of 20% of the existing basic pay and MDA subject to a maximum of Rs. 1000/-.

ii) After adding the component of Dearness Allowance at 632 AICPI points and the weightage as above to the existing basic pay, the amount so arrived at shall be the "Revised Basic Pay". The Revised Basic Pay shall be fixed in the revised scales effective from 1.4.1989 as follows:

a) If the 'Revised Basic Pay' happens to be less than the minimum of the revised scale of pay, the basic pay shall be fixed at a minimum of the revised scale.

b) If the 'Revised Basic Pay' falls at a stage or in between two stages of the revised scale, pay shall be fixed at the next higher stage in the revised scale.

c) In the case of an Officer who but for his/her fixation of pay in the revised scale, would have earned normal increment/stagnation increment in the existing scale in the usual course subsequent to 1.4.1989 but on or before 31.3.1990, his/her pay in the revised scale shall, if advantageous to him/her be refixed from the date of his/her earning such increment in accordance with the aforesaid pay fixation formula.

5. The Pay of the Officers shall be fixed in the revised scale of pay as per the 'Ready Reckoner' enclosed to this Board Order vide Annexure - II.

6. DEARNESS ALLOWANCE:

Consequent to the merger of DA at 632 A ICPI Points, (Base 1960 = 100) the percentage of DA admissible on the revised Basic Pay is indicated below:

<u>PAY RANGE</u>	<u>1.4.89</u>	<u>1.7.89</u>	<u>1.1.90</u>
Upto Rs. 1105	18.50	22.25	25.25
Rs. 1106 to 1270	19.00	22.50	26.00
Rs. 1271 to 1530	19.50	22.80	26.45
Rs. 1531 to 1800	20.00	23.42	27.45
Rs. 1801 to 2335	20.50	24.10	28.10
Rs. 2336 to 2935	20.50	24.70	28.80
Rs. 2936 to 3835	21.00	25.10	29.50
Rs. 3836 to 6750	21.45	25.90	30.00
	14.60	17.50	Min. of
	Min. of Rs. 840/- PM.	Min. of Rs. 1015/- PM	Rs. 1150/- PM
Rs. 6751 & above	12.00	14.00	16.00
	Min. of Rs. 1080/- PM	Min. of Rs. 1260/- PM	Min. of Rs. 1440/- PM

The Chart showing the DA admissible to the Officers at various stages in the revised pay scales is enclosed vide Annexure - III. In respect of employees whose pay has been fixed at any other stage, the DA shall be calculated at the percentages given above. The Dearness Allowance payable shall be rounded to the nearest whole rupee ignoring fraction of less than 50 Paise, while 50 Paise and above shall be rounded to the next rupee.

7. HOUSE RENT ALLOWANCE:

The payment of HRA to Officers shall be regulated as per Annexure - IV.

8. CITY COMPENSATORY ALLOWANCE:

The payment of CCA to Officers shall be regulated as per Annexure - IV.

9. OTHER ALLOWANCE:

i) SHIFT ALLOWANCE:

Shift Allowance shall be paid at 5% (Five percent) of the pay subject to a minimum of Rs. 5-00 (Rupees. Five only) per evening/night shift to all those Officers who may be deployed to shift duties.

ii) CONVEYANCE ALLOWANCE:

Motor Cycle Allowance at Rs. 140/- PM (One hundred and forty only) and Bicycle Allowance at Rs. 40/- PM (Forty only) shall be paid whenever the same is admissible at present.

iii) SPECIAL LOCALITY ALLOWANCE:

A) The Special Locality Allowance shall be paid at 15% (Fifteen percent) of Basic Pay subject to a maximum of Rs. 325/- (Three hundred and twenty five only) per month to the Officers in the following places:

- a) MHE Works, Jog Falls (including Pre-University - College)
- b) Hulikal
- c) Goga branch.

B) The Special Locality Allowance shall be paid at 6% (Six percent) of the Basic Pay subject to a maximum of Rs. 225/- PM (Two hundred and twenty five only) in the following places:

- a) Chotaprabha,
- b) Dandoli,
- c) Supa,
- d) Haleswara (Kudremukh Project)
- e) Shimsha, Sivasamudram,
- f) Kucirabad,
- g) Upper Krishna Project,
- h) Bell Project.

iv) HILL ALLOWANCE:

Hill Allowance shall be paid at Rs. 80/- PM in respect of Officers working at the Hilly places where the allowance is being paid, subject to the existing conditions.

v) CONSTRUCTION ALLOWANCE:

Construction Allowance shall be paid wherever the same is admissible at the rate prevailing before 1.4.89 subject to a maximum of Rs. 225/- (Two hundred and twenty five) per month.

vi) SPECIAL PAY:

- 1) Special Pay to all Senior Personal Assistants shall be paid at Rs. 110/- (One hundred and ten) per month.
- 2) Special pay to all the Assistant Secretaries working in Board Secretariat shall be paid at Rs. 125/- (One hundred and twenty five) per month.
- 3) Personal Allowance to Assistant Accounts Officer who is incharge of safe-custody of documents in the Office of the Financial Adviser and Chief Accounts Officer shall be paid Rs. 100/- (One hundred) per month.
- 4) Personal Allowance to Assistant Accounts Officers (Inspection) shall be paid at Rs. 80/- (Eighty) per month.
- 5) Special Pay to Assistant Public Relations Officer shall be paid at Rs. 200/- (Two hundred) per month.

vii) It is decided by the Board that all other demands of the Officers mentioned in their Memorandum not specifically agreed to in this order shall be treated to have been dropped.

viii) The three instalments of DA sanctioned on 1.1.87, 1.7.87 and 1.1.88 at 87.25 AICPI Points are treated as M.D.A. for purposes of calculation of pensionary benefits only in respect of Officers retiring on or after 1.4.1989.

ix) With this revision of pay scales the Board hopes that all the Officers will make sincere efforts for increased consumer satisfaction, maximum financial profitability, reduction in systems losses and will not give any scope for public complaints.

By Order,

M. Nathal
SECRETARY, 27/10
IEB.

(SUBJECT
TO RATIFICATION BY THE BOARD)

KARNATAKA ELECTRICITY BOARD

ANNEXURE-I to B.O.No.
KEB/B16.1950/90-91 dt.
27.9.1990.

REVISED SCALES OF PAY OF OFFICERS WITH EFFECT FROM
1st APRIL, 1989.

Designation	Revised Scales of Pay
1. Chief Engineer, Electricity	Rs. 4660-150-5710-175-6410-200-6610
2. i) Superintending Engineers (El)	4085-125-4210-150-5710-175-6235
ii) Controllers	3960-125-4210-150-5710-175-6060
iii) Additional Controller	
3. i) Executive Engineers (El) / (Civil)	3335 - 125 - 4210 - 150 - 5710
ii) Dy. Controllers of Accounts	
iii) Law Officer	
4. i) Assistant Executive Engineers (El.) / (Civil)	2335-75-2635-100-3335-125-4210-
ii) Accounts Officers	150-3260.
iii) Assistant Public Relations officer.	
iv) Sports Officer	
5. i) Assistant Engineers (El) / (Civil)	2110-75-2635-100-3335-125-
ii) Assistant Accounts Officers	4210-150-4360.
iii) Senior Personal Assistants	
iv) Assistant Sports Officer	

Note: (i) If the designation of any category of officers is not included in the above, the officers shall be extended the revised scale of pay corresponding to his existing scale of pay.

(ii) The Assistant Engineers (Non-graduates) will also be given the same scale and remuneration as given to the Assistant Engineers (Graduates).

[Signature]
for Secretary, 27/9
KEB.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II to B.O.No.
KEB/216.1950/90-91 dt.
27.9.90.

CHIEF ENGINEERS, ELECTRICITY.

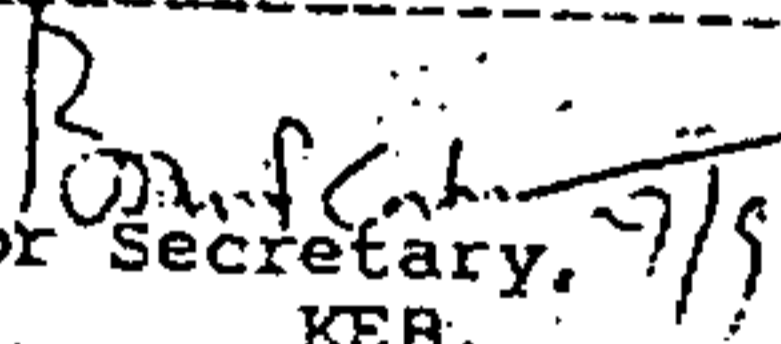
OLD PAY SCALE

Rs. 3160-125-3285-150-4035-
175-4210.

REVISED PAY SCALE

Rs. 4660-150-5710-175-6410-
200-6610.

<u>PAY</u>	<u>PAY TO BE FIXED</u>
3160	4660
3285	4810
3435	4960
3585	5260
3735	5410
3885	5710
4035	5885
4210	6060
4385	6235


for Secretary, 7/9
KEB.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II to
B.O.No.KEE/B16.1950/90-
dt.27.9.90.

SUPERINTENDING ENGINEERS (EL.)/
COMMISSIONERS.

OLD PAY SCALE:

Rs. 2535-125-3285-150-4035

REVISED PAY SCALE

Rs. 4085-125-4210-150-5710-175-
6235

PAY	PAY TO BE FIXED
2535	3710
2660	3835
2785	4085
2910	4210
3035	4360
3160	4660
3285	4810
3435	4960
3585	5260
3735	5410
3885	5710
4035	5895
4185	6060

Rajinder Kumar
for Secretary,
KEB.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II to B.O.No.
KEB/B16.1950/90-91 dt.
27.9.90.

ADDITIONAL CONTROLLER.

OLD PAY SCALE:

Rs. 2410-125-3285-150-3885

REVISED PAY SCALE

Rs. 3960-125-4210-150-5710-175-
6060

<u>PAY</u>	<u>PAY TO BE FIXED</u>
2410	3585
2535	3710
2660	3835
2785	4085
2910	4210
3035	4360
3160	4660
3285	4810
3435	4960
3585	5260
3735	5410
3885	5710

P. J. C.
for Secretary, 27/9
KEB.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II to B.O. No. 27.9.90.
KEB/E16.1950/90-91

EXECUTIVE ENGINEERS(EI.)/
(Civil)
DEPUTY CONTROLLERS OF ACCOUNTS/
LAW OFFICER.

OLD PAY SCALE

REVISED PAY SCALE

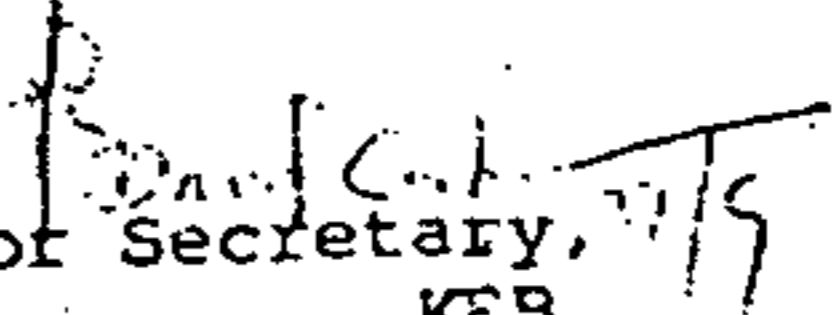
Rs. 2135-100-2535-125-3285-150-3585.

Rs. 3335-125-4210-150-5710

PAY	PAY TO BE FIXED
2135	3135
2235	3235
2335	3460
2435	3585
2535	3710
2660	3835
2785	4085
2910	4210
3085	4360
3160	4660
3285	4810
3435	4960
3585	5260
3785 (3735)	5410

P. S. K. Ch.
for Secretary,
KEB.

1	2	3	4	5
31	5560	840	1015	1155
32	5710	840	1015	1155
33	5885	859	1030	1177
34	6060	885	1061	1212
35	6235	910	1091	1247
36	6410	936	1122	1282
37	6610	965	1157	1322


 for Secretary, 1919
 KEB.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II to B.O.No.
KEB/B16/1950/90-91 dt.
27.9.90.

ASSISTANT EXECUTIVE ENGINEERS(EI.)/
(Civil)

ACCOUNTS OFFICERS

ASST.PUBLIC RELATION OFFICER
SPORTS OFFICER

OLD PAY SCALE

Rs.1600-60-1660-75-2035-100-
2535-125-3160.

REVISED PAY SCALE

Rs.2335-75-2635-100-3335-125-
4210-150-5260.

<u>PAY</u>	<u>PAY TO BE FIXED</u>
1600	2335
1660	2410
1735	2560
1810	2635
1885	2735
1960	2835
2035	2935
2135	3135
2235	3235
2335	3460
2435	3585
2535	3710
2660	3835
2785	4085
2910	4210
3035	4360
3160	4660
3285	4810


for Secretary,
KEB.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II to B.O.No.
KEB/B16.1950/90-91 dt.
27.9.90.

ASSISTANT ENGINEERS (GRADUATES) (EL.)/(CIVIL)
ASSISTANT ACCOUNTS OFFICERS
ASSISTANT SPORTS OFFICER
SENIOR PERSONAL ASSISTANTS.

OLD PAY SCALE:

Rs.1420-60-1660-75-2035-100-
2535-125-2785.

REVISED PAY SCALE:

Rs.2110-75-2635-100-3335-125-
4210-150-4360.

<u>PAY</u>	<u>PAY TO BE FIXED</u>
1420	2110
1480	2125
1540	2260
1600	2335
1660	2410
1735	2560
1810	2635
1885	2735
1960	2835
2035	2935
2135	3135
2235	3235
2335	3460
2435	3585
2535	3710
2660	3835
2785	4085
2910	4210

[Signature]
Secretary,
KEB.

ANNEXURE - IV TO BOARD ORDER
No. KEB/316/1950/90-91 DTD.
27th SEPTEMBER 1990.

BASIC PAY RANGE
IN REVISED SCALE.

AMOUNT OF HRA/CCA PAYABLE PER MONTH
IN CITIES/OTHER PLACES.

HOUSE RENT ALLOWANCE

	A	B	C	D	E
	Rs	Rs	Rs	Rs	Rs
1) Basic pay upto Rs.1270/-pm.	150	125	100	75	20
2) Basic pay of Rs.1271 to Rs.2350/-pm.	250	200	150	100	30
3) Basic pay of Rs.2351/- to Rs.3960/-p.m.	400	300	250	200	40
4) Basic pay of Rs.3961/- to Rs.5860/-	600	500	400	300	NIL
5) Basic pay of Rs.5861/- & above.	800	600	500	Nil	Nil

CITY COMPENSATORY ALLOWANCE

	A	B	C
	Rs	Rs	Rs
1) Basic pay upto Rs.1270/-p.m.	30	25	20
2) Basic pay of Rs.1271/-to Rs.2350/-pm	50	30	25
3) Basic pay of Rs.2351/- to Rs.4660/-p.m.	75	50	35
4) Basic pay of Rs.4661/- and above.	100	75	50

for Secretary,
KEB.

BASIC PAY RANGE IN
REVISED SCALE

AMOUNT OF HRA/OCA PAYABLE
PER MONTH IN CITIES/OTHER
PLACES.

HOUSE RENT ALLOWANCE

	A	B	C	D	E
1) Basic Pay Upto Rs. 1270/- PM.	Rs. 150	125	100	75	20
2) Basic Pay of Rs. 1271 to Rs. 2350/- PM.	Rs. 250	200	150	100	30
3) Basic pay of Rs. 2351/- to Rs. 3960/- PM.	Rs. 400	300	250	200	40
4) Basic pay of Rs. 3961/- to Rs. 5860/-	Rs. 600	500	400	300	NIL
5) Basic pay of Rs. 5861/- and above.	Rs. 800	600	500	NIL	NIL

CITY COMPENSATORY ALLOWANCE

	A	B	C
1) Basic pay upto Rs. 1270/- PM.	Rs. 30	Rs. 25	Rs. 20
2) Basic pay of Rs. 1271/- to Rs. 2350/- PM.	Rs. 50	Rs. 30	Rs. 25
3) Basic pay of Rs. 2351/- to Rs. 4660/- PM	Rs. 75	Rs. 50	Rs. 35
4) Basic pay of Rs. 4661/- & above.	Rs. 100	Rs. 75	Rs. 50

Shankar
for Secretary,
KEB.

KARNATAKA ELECTRICITY BOARD

Board Secretariat,
Cauvery Bhavan,
Bangalore-560 009

No.KEB/B16/3888/89.90

Dated: 12th April, 1990

A D D E N D U M

Sub:- Revision of pay scales of KEB workmen
with effect from 1.4.89.

Ref:- Board order No.KEB/B16.3888/89.90 dated
12.4.90.

The existing para under Para 6 at Page 4 of Board order
in number dated 12.4.90 "Dearness Allowance" shall be
read as sub-para (i) and the following shall be inserted as
sub-para (ii) under the said Para 6 of the Board order.

"(ii) The 3-(three) instalments of Dearness allowance
sanctioned as on 1.1.1987, 1.7.1987 and 1.1.1988
are treated as Mergeable Dearness allowance for
purposes of calculation of pensionary benefits
only, to those who retire from Board service
on or after 1.4.1989."

By order,

Bharathal
SECRETARY 12/4/90
KEB.

To
Shri A.Thimmaiah, Member, KEB, Bangalore.
The Chief Engineer, Electricity (G.I.) KEB, Bangalore.
All the Chief Engineers, Electricity, KEB
The Chief Vigilance Officer, KEB, Bangalore
The Director (Research) KEB, Bangalore
The Financial Adviser & Chief Accounts Officer, KEB, Bangalore
The Accountant General (Audit-II) Karnataka, Bangalore
The Managing Director, KPC Limited, Bangalore
The Chief Electrical Inspector to Government, Bangalore
The Director, ITC, KEB, Bangalore
The Superintending Engineer, Elecl., TBHE Scheme, TBDam.
All the Superintending Engineers, Elecl., /Controllers/Executive
Engineers, Elecl., /Deputy Controllers of Accounts/Accounts
Officers, KEB.
The Principal, Training Institute (M) KEB, Bangalore
All Officers, Board Secretariat.
The General Secretary, KEB Employees' Union (Reg No.659) Banga
to CM/PM/M(T)/Secretary/Addl. Secretary.

READ :

1. Memorandum of Settlement dated 12-3-90 entered into between the Management of KEB and KEB Employees' Union (Reg. No 659) regarding revision of pay scales of the workmen and other allied matters With effect from 1-4-89.

2. Board order No. KEB/B16, 3888/89-90 dated 12-4-90 revising the pay scales of the workmen of the Board with effect from 1-4-89.

ORDER NO. KEB/B 16-3888/89-90
Bangalore, Dated : 27th July, 1990

Board is pleased to order for payment of arrears of pay and allowances consequent to the revision of pay scales of workmen with effect from 1-4-89, on or after 28th July, 1990, keeping in view the terms of the Board order referred to above.

While making payment the employees of the Board be persuaded to invest a part of arrears in National Savings or other schemes. Necessary assistance and guidance may be given.

By Order

Sd/-
Secretary
KEB

KARNATAKA ELECTRICITY BOARD

1. Board Order No. KEB/B 16/9650/85-86 Dated 7-4-1986 according approval to revise the scales of pay of Officers of Karnataka Electricity Board with effect from 1st April 1985.

Order No. KEB/B 16/1950/90-91, Bangalore, Dated : 27th Sept , 1990.

Board is pleased to approve the revision of pay scales of Officers of the Karnataka Electricity Board as detailed in Annexure-I appended to this order by merging the component of Dearness Allowance as on 1-7-1986 at 632 AICPI points (Base 1960=100) as sanctioned in Board Order No. KEB/B 16/3825/86-87 Dated 9-12-1986, with the existing basic pay, subject to the following conditions :

1. Date of Effect :

The revised pay scales shall take effect from 1st April 1989.

2. The Mergeable D.A. introduced from 1-7-1986 in Board Order No. KEB/B 16/3825/86-87 Dated 9-12-1986 shall cease to exist from 1-4-1989, as a separate item.

3. Officers recruited to Board's service against direct recruitment quota in respect of categories of posts as set out in Annexure-I on or after 1-4-1989 shall be started at the minimum of the time scale of the post against which they are appointed.

4. Pay Fixation & Weightage :

The initial pay of the Officers to whom the revised scale or pay apply shall be fixed in that scale as on 1-4-1989 in the following manner :

- i) To the existing Basic Pay, (which for this purpose will include annual increment/stagnation increment, if any, accruing as on 1-4-1989 in the existing scale as well as personal pay, if any, drawn on 1-4-1989) and the following :
 - a) The component of Dearness Allowance at 632 AICPI points as on 1-7-86 on the existing basic pay.
 - b) Weightage at a flat rate of 20% of the existing basic pay and MDA subject to a maximum of Rs. 1000/-.
- ii) After adding the component of Dearness Allowance at 632 AICPI points and the Weightage as above to the existing basic pay, the amount so arrived at shall be the "Revised Basic Pay". The Revised Basic Pay shall be fixed in the revised scales effective from 1-4-1989 as follows :
 - a) If the 'Revised Basic Pay, happens to be less than the minimum of the revised scale of pay, the basic pay shall be fixed at a minimum of the revised scale.
 - b) If the 'Revised Basic Pay, falls at a stage or in between two stages of the revised scale, Pay shall be fixed at the next higher stage in the revised scale.
 - c) In the case of an Officer who but for his/her fixation of pay in the revised scale, would have earned normal increment/stagnation increment in the existing scale in the usual course subsequent to 1-4-1989 but on or before 31-3-1990, his/her pay in the revised scale shall, if advantageous to him/her be refixed from the date of his/her earning such increment in accordance with the aforesaid pay fixation formula.

5. The Pay of the Officers shall be fixed in the revised scale of pay as per the 'Ready Reckoner' enclosed to this Board Order Vide Annexure-II.

6. Dearness Allowance :

Consequent to the merger of DA at 632 A. ICPI Points, (Base 1960=100) the percentage of DA admissible on the revised Basic Pay is indicated below :

PAY RANGE	1-4-89	1-7-89	1-1-90
Upto Rs. 1105	18.50	22.25	25.35
Rs. 1106 to 1270	19.00	22.90	26.00
Rs. 1271 to 1550	19.50	23.42	26.45
Rs. 1551 to 1800	20.00	24.10	27.45
Rs. 1801 to 2335	20.50	24.70	28.10
Rs. 2336 to 2935	21.00	25.10	28.80
Rs. 2936 to 3835	21.45	25.90	29.50
Rs. 3836 to 6760	14.60	17.50	20.00
	Min. of Rs. 840/- PM.	Min. of Rs. 1016/-PM.	Min. of Rs. 1155/-PM.
Rs. 6761 & above	12.00	14.00	16.00
	Min. of Rs. 1080/- PM	Min. of Rs. 1260/- PM	Min. of Rs. 1440/- PM

The Chart showing the DA admissible to the Officers at various stages in the revised pay scales is enclosed vide Annexure-III. In respect of employees whose pay has been fixed at any other stage, the DA shall be calculated at the percentages given above. The Dearness Allowance payable shall be rounded to the nearest whole rupee ignoring fraction of less than 50 Paise, while 50 Paise and above shall be rounded to the next rupee.

7. House Rent Allowance :

The payment of HRA to Officers shall be regulated as per Annexure-IV.

8. City Compensatory Allowance :

The payment of ^{C&A} C&A to Officers shall be regulated as per Annexure-IV.

9. Other Allowance :

i) Shift Allowance :

Shift Allowance shall be paid at 5% (Five percent) of the pay subject to a minimum of Rs. 5-00 (Rupees. (Five only) per evening/night shift to all those Officers who may be deployed to shift duties.

ii) Conveyance Allowance :

Motor Cycle Allowance at Rs. 140/- PM (One hundred and forty only) and Bicycle Allowance at Rs. 40/- PM (Forty only) shall be paid wherever the same is admissible at present.

iii) Special Locality Allowance :

A) The Special Locality Allowance shall be paid at 15% (Fifteen percent) of Basic Pay subject to a maximum of Rs. 325/- (Three hundred and twenty five only) per month to the Officers in the following places :

- a) MGHE Works, Jog Falls (including Pre-University-College)
- b) Hulikal
- c) Gogi branch.

B) The Special Locality Allowance shall be paid at 6% (Six percent) of the Basic Pay subject to a maximum of Rs. 225/- PM (Rs. Two hundred and twenty five only) in the following places :

- a) Ghataprabha,
- b) Dandeli,
- c) Supa,
- d) Malleswara (Kudremukh project)
- e) Shimsha, Sivasamudram
- f) Munirabad,
- g) Upper Krishna Project,
- h) B.R. Project.

iv) Hill Allowance :

Hill Allowance shall be paid at Rs. 80/- PM in respect of Officers working at the Hilly places where the allowance is being paid. subject to the existing conditions.

v) Construction Allowance :

Construction Allowance shall be paid wherever the same is admissible at the rate prevailing before 1-4-89 subject to a maximum of Rs. 225/- (Two hundred and twenty five) per month.

vi) Special Pay :

- 1) Special Pay to all Senior Personal Assistants shall be paid at Rs. 110/- (One hundred and ten) per month.
 - 2) Special pay to all the Assistant Secretaries working in Board Secretariat shall be paid at Rs. 125/- (One hundred and twenty five) per month.
 - 3) Personal Allowance to Assistant Accounts Officer who is incharge of safe-custody of documents in the Office of the Financial Adviser and Chief Accounts Officer shall be paid Rs. 100/- (One hundred) per month.
 - 4) Personal Allowance to Assistant Accounts Officers (Inspection) shall be paid at Rs. 80/- (Eighty) per month.
 - 5) Special Pay to Assistant Public Relations Officer shall be paid at Rs. 200/- (Two hundred) per month.
- vii) It is decided by the Board that all other demands of the Officers mentioned in their Memorandum not specifically agreed to in this order shall be treated to have been dropped.
- viii) The three instalments of DA sanctioned on 1-1-87, 1-7-87 and 1-1-88 at 87.25 AICPI Points are treated as M.D.A. for purposes of calculation of pensionary benefits only in respect of Officers retiring on or after 1-4-1983.
- ix) With this revision of pay scales the Board hopes that all the Officers will make sincere efforts for increased consumer satisfaction, maximum financial profitability, reduction in systems losses and will not give any scope for public complaints.

(Subject to Ratification by the Board)

By Order,

Sd/-

Secretary,

KEB.

KARNATAKA ELECTRICITY BOARD

READ :

Board order No. KEB/B 9650/85-86 dated 1-4-86 according approval to revise the pay scales of officers of KEB with effect from 1-4-1985.

2. Board order No. KEB/B 16-1950/90-91 dated 27-9-90 according approval to revise the scales of pay of officers of KEB except the Chief Engineer, Electricity (General) KEB, with effect from 1-4-1989.

Order No. KEB/B 16-1950/90-91 Bangalore, Dated : 20th Oct. 1990.

In continuation to Board order of even number dated 27-9-90, the Board is pleased to approve the revised payscale of Rs. 5260-150-5710-175-6410-200-6810 to the post of Chief Engineer, Electricity (General) KEB by merging the component of D.A. as on 1-7-1986 at 632 AICPI points (Base 1960=100) as sanctioned in Board order No. KEB/B 16-3825/86-87 dated 9-12-86 with the existing pay subject to the following conditions

- - - Date of effect, Pay fixation formula, - D.A - etc as per B.O. No. KEB/B 16/1950/90-91 dated 27-9-90.

ANNEXURE-I to B.O. No. KEB/B 16-1950/90-91 dated 20-10-90

Chief Engineer, Electricity (General)

Old Pay Scale : 3735-150-4035-
175-4560.

Revised Pay Scale : Rs. 5260-150-
5710-175-6410-200-6810.

Pay	Pay to be fixed
3735	5410
3885	5710
4035	5885
4210	6060
4385	6235
4560	6410
4735	6610

KARNATAKA ELECTRICITY BOARD

No. KEB/B16/3888/89-20

Board Secretariat,
Cauvery Bhavan,
Bangalore-560 009
Date ; 12-4-90

ADDENDUM

Sub : Revision of pay scales of KEB workmen with effect from 1-4-89

Ref : Board order No. KEB/B16.3888/89.90 dated 12-4-90

The existing para under Para 6 at Page 4 of Board order of even number dated 12-4-90 "Dearness Allowance" shall be read as sub-para (i) and the following shall be inserted as sub-para (ii) under the said Para 6 of the Board order.

"(ii) The 3 (-three) instalments of Dearness allowance sanctioned as on 1-1-1987, 1-7-1987 and 1-1-1988 are treated as Mergeable Dearness allowance for purposes of calculation of pensinary benefits only, to those who retire from Board service on or after 1-4-1989.

By Order
Sd/-
Secretary
KEB

KEB/B 16/3888/89-90.

The Executive Engineer Elect.,
O & M Division
Karnataka Electricity Board
SHIMOGA.

Date : 5-6-1990

Dear Sir,

Sub : Payment of special locality allowance at Bhadra Reservoir Project Area.

Ref : B.O.No. KEB/B14/4870/77-78, dated 31-12-77.

2. BO.No. KEB/B16/3888/89-90, dated 12-4-90

With reference to the above, I am directed to communicate approval for arranging payment of special locality Allowance at 6 (Six) percent of pay subject to a maximum of Rs. 225/- (Rupees two hundred and Twenty five) only per month with effect from 1-4-89 to the employees working under Karnataka Electricity Board in the Bhadra Reservoir Project Area as has been done hitherto.

Action taken may please be intimated to Board.

Yours Faithfully
Sd/-
Secretary
KEB

0301

KARNATAKA ELECTRICITY BOARD

ORDER No. KEB/CLO/B 14/6976/80-81, DATED : 23rd JUNE 1990.

APPROVAL is accorded for effecting recovery of 2 (TWO) per cent (rounded off to the nearest rupee) at the time of paying arrears to the workmen consequent to revision of pay and allowances and fixation of pay with effect from 1-4-1989, as per settlement dated 12-3-1990, towards 'BUILDING FUND' of the KEB Employees' Union (Reg. No. 659) after obtaining a written consent from the individual workman in the prescribed form Annexed to the Board Order. Amount so deducted may be remitted to the KEB Employees' Union (Reg. No. 659) and acknowledgement obtained.

Sd/-
for Secretary,
KEB,

KEB/B 16/3888/89-90.

Dated : 10th September 1990.

The Superintending Engineer, Elect.,
Major Work Circle, KEB,
MUNIRABAD

Sir,

Sub : Revision of pay scales of the workmen of the Board with effect from 1-4-1989—Payment of construction allowance reg.

Ref : Your Letter No. SEE/MWC/MRB/1101-02 dated 18-7-90.

With reference to the above, I am directed to convey approval for the payment of construction allowance at the rate that was prevailing before 1-4-1989 wherever the same is admissible, with effect from 1-4-1989, subject to a maximum of Rs. 225/- (Two hundred and Twenty Five) Per month.

Your faithfully

Sd/-
Secretary
KEB

KARNATAKA ELECTRICITY BOARD

No. KEB/B 16/3888/89-90.

Board Secretariat,
'Cavery Bhavan',
Bangalore-560 009.
Dated : 10-8-1990.

The Executive Engineer, Electrical O & M Division,
Karnataka Electricity Board, GULBARGA.

Sir,

Sub : Revision of pay scales of the Workman of the Board with effect from 1-4-89 - Fixation of pay clarification - Reg.

Ref : Your letter No. EE/GLB/AO/AAO-1/JA (Misc)/90-91/1833 dated 17-5-1990.

1. Board Order of even No dated 12-4-90.
2. Board letter No. KEB/B 16/4088/84-85 dated 31-7-86.

Refer to your letter dated 17-5-90 on the above subject wherein you have requested the clarification of the Board as to whether the pay of the employees have to be elongated and fixed in case the revised basic pay arrived at as per pay fixation for the amount exceeding-maximum of the revised pay scale. In this connection, I am directed to clarify that the pay of such employees have to be fixed according to pay fixation formula at the maximum and the balance should be treated as Personal pay (p p.). The scale will also be subject to elongation as per Board-Orders and Personal Pay will continue till promotion or next revision.

In the case of Shri Madarmiya, Wireman, referred by you, the pay in the revised scale shall be fixed as follows :

Pay scales of Wireman before 1-4-89 i.e. in the pre-revised scale.	705-15-735-20-835-25-960-30-1110-50-1410
Pay of employees as on 1-4-89 in the pre-revised scale i.e. after elongation of of the time scale of Rs 705-1410.	Rs. 1560-00
Pay scales of Wireman after revision with effect from 1-4-89.	1085-20-1145-25-1270-30-1450-50-1750-60-2350

Part-I Fixation

Pay as on 1-4-89 & Mergeable Dearness Allowance for Rs. 1560. Rs. 1560-00
Rs. 307-00

Add Service Weightage as per B.O. No. KEB/B 16/3888/89-90 dated 12-4-90 i.e. at 13% of basic pay + MDA. Rs. 242-74

Minimum guaranteed benefit. Rs. 200-00

TOTAL Rs. 2310-04

Next stage in the revised Scale of Rs. 1085-2350 as on 1-4-1989. Rs. 2350,00 (i.e. the maximum of the revised scale of pay)

Part-II Fixation

(1st March is the date of annual increment of the employee)

Pay of the employee as on 1-3-90 in the pre-revised scale i.e. after elongation of scale of 705-1410. Rs. 1610-00

M.D.A. Rs. 317-20

Add 13% of Weightage as per B.O. No. KEB/B 16/3888/89-90 dated 12-4-90. Rs. 250-53

Minimum guaranteed benefit. Rs. 200-00

TOTAL Rs 2377-73

The pay of the employees should be fixed with effect from 1-3-90 at Rs. 2350/- i.e. at the maximum of the revised time scale of Wireman, and the balance amount of Rs. 27.73 shall be treated as personal pay. However, the revised time scale of the employee will also be subject to elongation as per the existing Board orders and the Personal Pay will continue till promotion or next revision.

This is for your information.

'Approved by Secretary'

Yours faithfully,

Sd/-
Secretary,
KEB.

No. A/AOE/AAO. 2/EA 6/CYS476

Office of the Chief Engineer,
Electricity (General)
Cauvery Bhavan, Bangalore-560 009

All the Chief Engineers, Elec.

Date 27-12-91

All the Superintending Engineers, Elec.,

All the Executive Engineers, Elec. of O&M Divisions.

Sir,

Sub : Fixation of pay of employees who have moved on to the officers cadre on time bound promotion consequent to revision of pay scales with effect from 1-4-89-Regarding.

Ref : Board Letter No. KEB/B16/1950/90-91 dated 26-9-91 and 29-11-91.

Board in letter number cited in reference above has clarified that in respect of Junior Engineers, Elec./J.P.A.'s who are drawing the next higher scale of pay of Asst. Engineers, Elec./S.P.A.'s as per the scheme of time-bound, the pay consequent on revision of pay scales shall be fixed duly allowing the weightage benefits as indicated in B.O. No. KEB/B16/3888/89-90 dated 12-4-90. The pay already fixed as per B.O. No. KEB/B16/1950/90-91 dtd 27-9-90 shall be withdrawn immediately.

This is for your information and guidance.

Sd/-

Chief Engineer, Elec. (General)
KEB

No. KEB/B16/1882/90-91

Date : 22-8-1991.

Board Secretariat,
Cauvery Bhavan, Bangalore-9

ADDENDUM

The following may be read as Para 3-A of the Board Order No. KEB/B16/1882/90-91 dated 3-12-1990 :

"The orders issued in B. O. No. KEB/B5/B 614/80-81 dated 23-7-1980 adopting the Government Order No. FD 4 SRP 80 dated 22-3-1980 regarding admissibility of House Rent Allowance and City Compensatory Allowance for the Employees who are posted to any place which is situated within a distance of 8 Kms. from the periphery of the Municipal limits of Bangalore City Corporation and which is not included in the Bangalore Agglomeration Area, but who reside within the limits of Bangalore City Corporation, shall continue to be in force."

Rest of the contents of the Board Order dated 3-12-1990 remain without any change.

By Order
Sd/- Secretary
KEB

READ.:

B.O. No. KEB/B16/3888/89-90 dated 12-4-1990 according approval to revise the scales of pay of Workmen with effect from 1-4-1989.

2. B.O. No. KEB/B16/1950/90-91 dated 27-9-90 according approval to revise the scales of pay of Officers of the KEB with effect from 1-4-1989.

3. U.O. Note No. 159 dated 14-11-1991 of the Financial Adviser & Chief Accounts Officer, KEB, Bangalore, suggesting to remove the anomaly by issue of suitable Board Order.

4. Discussions made in the joint meeting with the KEB Employees' Union on 25-4-1992.

ORDER NO. KEB/SAIII/329/90-91, BANGALORE, DATED 11-8-1992

Board is pleased to accord approval for the following :

Wherein the fixation of pay in the revised pay scales with effect from 1-4-89 the pay of the Board employee who in the existing scale was drawing immediately before 1-4-1989 equal or more pay than another Board employee junior to him in the same cadre gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior in the following circumstances.

a) The junior is promoted after 1-4-1989 to the cadre to which the senior was promoted earlier.

b) With all things being equal, the junior being fixed at a higher stage in the revised scales on account of sanction of any similar benefits, the senior employee had drawn before 1-4-1989 but after 1-4-1985 subject to the following conditions :

1) There is no dispute about the seniority of the senior and the junior employees.

2) The promotion of the Junior Board Employee is regular and in accordance with rules of recruitment of the Board.

3) The disparity in pay has not arisen due to :

a) Service weightage that is granted to the junior on account of his total length of service in the Board.

- b) Stoppage of increment on reduction of pay of the Senior Board employee.
- c) Grant of additional/advance increments to the Junior Board employee for possessing or acquiring higher qualifications or for passing prescribed examinations or for any such other reasons.
- 4) The next increment of the senior shall accrue on completion of one full incremental period from the date of stepping up of the pay. The incremental period for this purpose being determined in accordance with regulations 40 and 42 of BESRs.- Where, in a particular case, an occasion were to arise that subsequent to the sanction of annual increment due to the junior, arises disparity once again, in such cases, pay of the senior shall be stepped up on the later date, i.e., the date of sanction of annual of increment to the junior Board employee.

The proposals for step up of pay of the Senior as per this order shall be sent to the Financial Adviser & Chief Accounts Officer, KEB, Bangalore, for verification and onward transmission to the Board Secretariat/Chief Engineer, Elec. (General)'s Office in respect of Class-I and Class-II and below respectively, duly furnishing the details of the Senior and Junior Board employees in the proforma appended to this Board Order.

Senior Board Employee		Junior Board Employee	
NAME	DESIGNATION	NAME	DESIGNATION
1. Designation of the post held prior to the date of promotion		1. Designation of the post held by the junior Board employee on the date of promotion of the Senior Board employee.	
2. Scale of pay and pay drawn in that scale prior to the date of promotion		2. Scale of pay applicable and pay drawn in that scale on the date of promotion of the Senior Board employee.	
3. Designation of the promoted post		3. Pay drawn from time to time till the date of promotion.	
4. Date of promotion		4. Designation of the promoted post.	
5. Scale of pay applicable to the promoted post		5. Date of promotion.	
6. Pay fixed in the promoted post and the date of such fixation		6. Scale of pay applicable to the promoted post.	
7. Pay drawn in the promoted post from time to time		7. Pay fixed in the promoted post and the date of such fixation.	

READ :

1) Board Order No. KEB/B 16/9759/11/86-87 dated 23-5-1987 sanctioning the revised rates of HRA and CCA to the Board Employees with effect from 1-1-1987 and laying down the procedure in respect of the House Rent recovery to be made from the Board Employees to whom Board's accommodation is made available.

2) Board's letter No. KEB/B 16/9759/11/86-87 dated 17-8-1987 directing to maintain the status-quo in the matter of recovery of House Rent in respect of Board Quarters occupied by Board Employees from the month of August 1987 until further orders.

3) I.M.C. Resolution No. IMC 76/81 dated 9-10-1990.

4) Board Order No. KEB/B 16/1882/90-91 dated 3-12-1990 sanctioning the revised rates of HRA and CCA to Board Employees with effect from 1-4-1990.

Order No. KEB/B 16/9759/11/86-87, Bangalore, Dated : 17-12-1990

Board is pleased to accord approval for the following in respect of recovery to be made from the Board Employee to whom Board's accommodation is made available.

1) The rent payable for the Board's Quarters occupied by the Board Employee shall be the House Rent Allowance admissible at the place for the said Employee.

2) The above condition shall also be applied to the Board Employees already in occupation of Board's Quarters. This Order shall come into force with immediate effect.

Necessary Amendment to KEB Accounts Manual Vol. I will be issued separately.

No. KEB/CLO/B 14/6820/86-87

CORRIGENDUM

Dated : 26-10-1990.

The following amendment is issued to Board Order No. KEB/CLO/B 14/6820/86-87 Dated 24-10-1990.

		As Existing	As Amended
1. ALM/LM/Mech/Wireman/ MT/RT/TCD Staff Stn. Attendants/Scaven- gers etc.	O.G. suiting full sleeves.	3.2 Mtrs. per pant & shirt with O.G. shirting	1.3 Mtrs. per pant. 2.0 Mtrs per shirt with full sleeves. 1.8 Mtrs per shirt with half sleeves.

The colour of the Uniform cloth for the women workers is blue blouse & saree with dark blue border.

By Order,
Sd/-
Secretary
KEB

Read : 1) Board Order No. KEB/B16/3888/89-90 dated 12-4-1990 and KEB/B 16/1950/90-91 dated 27-9-1990 revising the Pay Scales of the Workmen and Officers of KEB with effect from 1-4-1989.

2) I.M.C. Resolution No. IMC 76/80 dated 9-10-1990.

Order No. KEB/B16/3888/89-90

Dated : 29-10-1990

Board is pleased to accord approval for the following :

1) To fix the pay of the probationers who were recruited prior to 1-4-1989 and who were still on Probation as on 1-4-1989 in the Revised Pay Scales sanctioned vide Board Order No. KEB/B16/3888/89-90 dt. 12-4-1990 and KEB/B16/1950/90-91 dated 27-9-1990, duly allowing the weightage benefits as provided in the said Board Orders dated 12-4-1990 and 27-9-1990 as allowed to the Probationers in the revised Pay Scales with effect from 1-4-1976, 1-4-1980 and 1-4-1985. The pay fixed on 1-4-1989 shall be frozen during the period of probation.

2) To refix the pay of the Probationers who were recruited prior to 1-4-1989 and have successfully completed the period of probation after 1-4-1989 but before 31-3-1990 in the Revised Pay Scales sanctioned in Board Order No. KEB/B16/3888/89-90 dt. 12-4-1990 and KEB/B16/1950/90-91 dt. 27-9-1990 duly allowing the weightage benefit as provided in the Board Orders dt. 12-4-1990 and 27-9-1990. However, their subsequent increment shall be allowed a year after such refixation if they are otherwise eligible.

By Order,

Sd/- Secretary K.E.B.

READ : 1) Board Order No KEB/B16/3888/89-90 dt. 12-4-1990 and KEB/B 16/1950/90-91 dt. 27-9-1990 revising the Pay scales of the Workmen and Officers of the Board, respectively, with effect from 1-4-1989.

2) I.M.C. Resolution No. 102/IMC (A) /-426 dtd. 20-2-1993.

Order No. KEB/B16/4088/84-85, Bangalore, Dated : 9-3-1993.

Board is pleased to accord approval for the sanction of Special Locality Allowance at 6% of pay subject to a maximum of Rs. 225/- (Rupees two hundred and twenty five only) per month to all the Board Employees working at 220 kv Station, T.K. Hally from the date of their report to duty at T.K. Hally.

By Order,

Sd/- Secretary KEB.

READ : 1. Board Order No. KEB/CLO/B14/5239/82-83 dated 17-6-1985 approving the Scheme relating to grants of Education Advance and Education Loan to the Employees of the Board.

2. Board Order No. KEB/CLO/B14/5239/82-83 dated 20-2-1987 according approval for enhancing the eligibility limit of Pay of Employees from Rs. 1003 to Rs. 1260/- P.M. consequent to revision of pay scales of workman with effect from 1-4-1985.

3. Board Order No. KEB/B16/3888/83-90 dated 12-4-90 according approval for revision of pay scales of workmen with effect from 1-4-89.

4. Letter No. 2120-1/91 dated 20-7-1991 from the General Secretary, KEBEU, requesting the Board to enhance the eligibility pay limit from Rs. 1260 to Rs. 1930 consequent to revision of pay scales

5. Resolution No. 102/IMC (Admn) / 417 dated 20-2-1993 according approval to the proposal for enhancing the eligibility ceiling limit of pay of workmen from Rs. 1260/- to Rs. 1930/- P.M.

Order No. KEB/CLO/B14/5239/82-83, Bangalore, Dated: 9-3-1993.

Approval is accorded to enhance the eligibility ceiling limit of pay of Workmen for grant of Education Advance and Education Loan from Rs. 1260/- P.M. to Rs. 1930/- P.M. (being the equivalent stage of pay consequent to revision of pay scales of workmen with effect from 1-4-89). Other conditions of eligibility for the above mentioned Advance and Loan shall remain unchanged.

Necessary amendments to the relevant paras under Chapter-VI of KEB. Accounts Manual Vol. II shall issue separately.

By Order,
Sd/- Secretary, KEB

Karnataka Electricity Board

No./KEB/B16/3888/89-90

**Board Secretariat,
Cauvery Bhavan
Bangalore-560 009**

Dated : 15-11-1993

To

**The Chief Engineer, Electricity, (General), KEB, Bangalore ;
The Financial Adviser & Chief Accounts Officer, KEB, B'lore ;
All Chief Engineers, Electricity, KEB ;
All Superintending Engineers, (Elect), KEB,
All Executive Engineers (Elect), KEB ;**

Sirs,

**Sub | Revision of the Pay Scales of the Workmen of the
Board with effect from 1.4.1989-Fixation of Pay-
Clarification Regarding.**

- Ref : 1) Memorandum of settlement dated 12.3.1990
Between the Management of KEB and the KEB
Employees' Union (Reg. No. 659), regarding
Revision of Pay Scales of Workmen and other
allied matters, with effect from 1.4.1989.**
- 2) B.O. No. KEB/B16/3888/89-90. dt. 12.4.1990**
- 3) This office letter No. KEB/B16/3888/89-90,
dt. 10.8.1990.**
- 4) Proceeding of the Joint Meeting held with
the KEB Employees' Union (Reg. No. 659),
on 10.9.1993.**

**or to this office letter No. KEB/B16/3888/89-90, dt.
10.8.1990 addressed to the Executive Engineer, (Elect), O&M Division,
KEB, Gulbarga and copied to all the concerned drawing Officers where-**

In it was clarified that the pay arrived over and above the maximum of the revised time scale in respect of such employees after applying the pay fixation formula prescribed in B.O. No. KEB/B16/3888/89-90 dt. 12.4.1990 should be fixed at the maximum of the respective time scales of pay and the balance be treated as Personal Pay (P.P.)

In this connection, I wish to state that the Board has once again examined the matter in the light of the settlement reached between the management and the KEB Employees' Union (Reg. No. 659) from time to time with regard to the pay scales and other allied matters and wish to clarify that the pay arrived over and above the maximum of the revised time scale after applying pay fixation formula prescribed in B.O. No. KEB/B16/3888/89-90 dt. 12.4.1990 be fixed at next stage above such pay duly allowing elongation increments at the rate of last increment permissible to the revised scale of pay.

EXAMPLE

Pay Scales of wireman before 1.4.1989 (i.e. in the pre-revised scale)	Rs. 705-15-735-20-835-25- 960-30-1110-50-1410
Pay of an employee as on 1.4.1989 in the Pre-Revised Scale (i.e. after the elongation of the time scale of Rs. 705-1410)	Rs. 1560.00
Revised scale of pay Wireman, W.e.f. 1.4.1989	Rs. 1085-20-1145-25-1270- 30-1450-50-1750-60-2350

PART-I FIXATION :

Pay as on 1.4.1989 in Grade Rs. 705-1410 (i.e. after elongation of the time scale) : (Total service put in as on 1.4.1989 is 20 Years and 5 Months)	Rs. 1560.00
M.D.A for Rs. 1560/-	Rs. 307.30

Service weightage as per B. O. No. KEB/B16/3888/89-90 dt. 12.4.1990 at 13% of basic pay + M.D.A

Rs. 242.74

Minimum Guaranteed Benefit

Rs. 200.00

Total

Rs. 2310.04

Next stage in the revised time scale of Rs. 1085-2350 as on 1.4.1989.

Rs. 2350/- (i.e. the maximum of the revised scale of pay)

PART - II FIXATION :

Date of increment in 1st March of Every Year.

Pay as on 1.3.1990 in grade Rs. 705-1410 (i.e. after the elongation of the time scale)

Rs. 1610.00

(Total service put in as on 1.3.1990 is 21 Years and 4 Months)

M.D.A. for Rs. 1610/-

Rs. 317.20

Service weightage as per B.O. No. KEB/B16/3888/89-90 dt. 12.4.1990, at 13% of Basic Pay + M.D.A.

Rs. 260.53

Minimum guaranteed Benefit

Rs. 200.00

Total

Rs. 2377.73

The pay has to be refixed at Rs. 2410/- w.e.f. 1.3.1990 (i.e. after allowing one increment at the rate of Rs. 60/- over and above

Rs. 2350. -). The employee is also entitled for further elongation increment every year till the date of signing the next settlement with the KEB Employees Union.

The cases of the above nature, if any, may be reviewed in the light of the above clarification.

APPROVED BY
SECRETARY
KEB

Yours faithfully,
Sd/-
For SECRETARY KEB

KARNATAKA ELECTRICITY BOARD

No.KEB/B16/2651/94-95 (II)

Board Secretariat,
Cauvery Bhavan,
Bangalore - 560 009.
Dated : 23-8-94

To,
The Financial Adviser and Chief Accounts Officer,
Karnataka Electricity Board,
Cauvery Bhavan
Bangalore - 9.

Madam,

Sub : Extending the benefits of notional fixation of pay for the purpose of calculation of pensionary benefits to Sri Sajjan Settar, Asst. Engineer, (Elect) (Non-Graduate) - Clarification - Regarding.

Ref : 1) Board Order No. KEB/B16/2651/94-95 dated 26-4-94 revising the pay scales of the KEB Employees.

2) Your Letter No. AO(P)/Sn.IX/A5/780 dated : 20-7-94.

Please refer to your letter No. AO(P)/Sn.IX /A5/780 dated 7-1994 wherein you have requested seeking clarifications as to allowing the benefit of elongation of scale notionally to one Sri Sajjan Settar, Asst. Engineer, (Elect)(Non-Graduate) retired on 30-

6-92, in terms of para II of the B.O.No. KEB/B16/2651/94-95 dated 26-4-94 for the purpose of calculation of pensionary benefit payable to him consequent to his retirement prior to 1-4-1993. In this connection, it may be stated that the subject matter has been examined in detail with reference to para II of the said B.O. dt. 26-4-94 which was issued in pursuant to the settlement dt. 26-4-94 entered into between the Management of KEB and the KEB Employees' Union and write to clarify that the notional pay arrived after granting elongation increments due from 1-4-1989 and onwards may be considered for allowing pensionary benefits to Sri Sajjan Settar, Assistant Engineer, (Elect) (Non-Graduate) retired on 30-6-1992. However, no arrears of salary is payable to him consequent to allowing such notional fixation of pay with effect from 1-4-1989 and onwards.

Cases of similar to the above nature may be disposed of accordingly.

Yours faithfully,

SECRETARY,
K.E.B.

Karnataka Electricity Board

No.KEB/B16/3888/89-90

Board Secretariat,
Cauvery Bhavan,
Bangalore-560 009.

Dated : 5.1.1994.

The Chief Engineer, Electy., (General), KEB., Bangalore.

The Financial Adviser & CAO, KEB., Bangalore.

All Chief Engineer, Electricity, KEB.

All Superintending Engineer, Elect., KEB.

All Executive Engineer, Elect., KEB

Sirs,

Sub : Revision of the payscales of workmen of the Board with effect from 1.4.1989 - Fixation of pay clarification-Reg.

Ref : 1. This office letter No. KEB/B16/3888/89-90, dated : 15.11.1993.

2. Letter No. FA&CAO/CF/AOI/Spl. Sn./1863, dated : 30.11.19.3 of the Financial Adviser Chief Accounts Officer, KEB., Bangalore, requesting to clarify whether the benefit available in this office circular letter dated : 15.11.1993 is applicable to Asst. Engineers (Non-Graduate/Graduates).

Please refer to this office letter No. KEB/B16/3888/89-90, dated : 1993 wherein it was clarified that the pay arrived over and above the maximum of the revised time scale after applying pay fixation formula prescribed in B.O. No. KEB/B16/3888/89-90 dated : 12.4.1990 be fixed at next stage above such pay dully allowing elongation increment at the rate of last increment permissible to the revised scale of pay.

In this connection, I wish to state that the benefits extended as above is applicable only to such of the employees who are eligible for the elongation increments, as per the existing provisions of the Board. Since the Assistant Engineers, (Non-Graduate/Graduates) are not entitled for the benefit of elongation increments, the method of pay fixation cited in this Office Circular dated : 15.11.1993 cannot be made applicable to the Assistant Engineers, (Non-Graduates/Graduates).

Yours faithfully,

Secretary, KEB

No. KEB/B16/3888/89-90.

Board Secretariat,
Cauvery Bhavan
Bangalore - 560 009
Dated : 15-11-1993

To The Chief Engineer, Electricity (General), KEB, Bangalore.
The Financial Adviser & Chief Accounts Officer, KEB, B'lore.
All Chief Engineers, Electricity, KEB.
All Superintending Engineers, (Elect), KEB.
All Executive Engineers, (Elect), KEB,

Sirs,

Sub : Revision of the Pay Scales of the Workmen of the Board with effect from 1-4-1989 — Fixation of Pay — Clarification — Regarding.

Ref : 1) Memorandum of settlement dated 12-3-1990 Between the Management of KEB and the KEB Employees' Union Reg. No. 659), regarding Revision of Pay Scales of Workmen and other allied matters, with effect from 1-4-1989.

2) B. O. No. KEB/B16/3888/89-90, dt. 12-4-1990.

3) This office letter No. KEB/B16/3888/89-90, dt. 10-8-1990.

4) Proceedings of the Joint Meeting held with the KEB Employees' Union (Reg. No. 656), on 10-9-1993.

Please refer to this office letter No. KEB/B16/3888/89-90, dt. 10-8-1990 addressed to the Executive Engineer, (Elect), O & M Division, KEB Gulbarga and copied to all the concerned drawing Officers wherein it was clarified that the pay arrived over and above the maximum of the revised time scale in respect of such employees' after applying the pay fixation formula prescribed in B.O. No. KEB/B16/3888/89-90 dt. 12-4-1990 should be fixed at the maximum of the respective time scales of pay and the balance be treated as Personal Pay (P.P).

In this connection, I wish to state that the Board has once again examined the matter in the light of the settlement reached between the Management and the KEB Employees' Union (Reg. No. 659) from time to time with regard to the pay scales and other allied matters and wish to clarify that the pay arrived over and above the maximum of the revised time scale after applying pay fixation formula prescribed in B.O. No. KEB/B16/3888/89-90 dt. 12-4-1990 be fixed at next stage above such pay duly allowing elongation increments at the rate of last increment permissible to the revised scale of pay.

— EXAMPLE —

Pay Scales of Wireman before 1-4-1989 (i.e., in the pre-revised scale)	Rs. 705-15-735-20-835-25-960-30-1110-50-1410
Pay of an employee as on 1-4-1989 in the Pre-Revised Scale (i.e., after the elongation of the time scale of Rs. 705-1410)	Rs. 1560-00
Revised scale of pay of Wireman, w.e.f. 1-4-1989	Rs. 1085-20-1145-25-1270-30-1450-50-1750-60-2350
Part I Fixation :	
Pay as on 1-4-1989 in Grade Rs. 705-1410 (i.e., after elongation of the time scale) (Total service put in as on 1-4-1989 is 20 Years and 5 Months)	Rs. 1560-00
M.D.A. for Rs. 1560/-	Rs. 307-30
Service weightage as per B. O. No. KEB/B16/3888/89-90 dt. 12-4-1990, at 13% of basic pay + MDA	Rs. 242-74
Minimum Guaranteed Benefit	Rs. 200-00
Total	<u>Rs. 2310-04</u>
Next Stage in the revised time scale of Rs. 1085-2350 as on 1-4-1989	Rs. 2350/- (i.e., the maximum of the revised scale of pay)

Part II : Fixation

Date of increment is 1st March of Every Year.

Pay as on 1-3-1990 in grade Rs. 705-1410 (i.e.,
after the elongation of the time scale) Rs. 1610-00

(Total service put in as on 1-3-1990 is 21 years and
4 Months)

M.D.A. for Rs. 1610/- Rs. 317-20

Service weightage as per B.O. No. KEB/B16/3888/
89-90, at 13% of Basic pay plus M.D.A. Rs. 250-53

Minimum guaranteed Benefit Rs. 200-00

Total Rs. 2377-73

The pay has to be refixed at Rs. 2410/- w. e. f. 1-3-1990 (i.e., after allowing one increment at the rate of Rs. 60/- over and above Rs. 2350/-). The employee is also entitled for further elongation increment every year till the date of signing the next settlement with the KEB Employees' Union.

The case of the above nature, if any, may be reviewed in the light of the above clarification.

APPROVED BY SECRETARY
K. E. B.

Yours faithfully
Sd/- Secretary,
K. E. B.

No. KEB/B16/4655/80-81/

Board Secretariat
Cauvery Bhavan' Bangalore-9
Dated 28-4-1993.

The Chief Engineer, Elecly. (General)
KEB. 'Cauvery Bhavan'
Bangalore-560 009

Sir,

Sub ; Revision of pay scales of the Workmen of the Board with effect from 1-4-1985 and 1-4-1989 - Computation of Service Weightage in respect of the appointment to higher posts which are not in direct line of promotion - Clarification - Reg.

Ref : 1) Board Lr. No KEB/B16/4655/80-81. dt. 16-10-1984

- 2) B. O. No. KEB/B16/4088/84-85 dt. 31-1-1986 and KEB/B16/3888/89-90 dated 12-4-1990
- 3) Lr. No. KEBEU/580-9/91 dated 19-2-1991 of the General Secretary, KEBEU (Reg. No. 659) B'lore.
- 4) Your Lr. No. A/AO/AAO/-2/EA-11/16451 dt. 7-1-1993

Please refer to your letter No. A/AO/AAO-2/EA-11/16451 dated 7-1-1993, requesting the Board to clarify as to allowing of the Service Weightage in the revised pay scales of 1-4-1985 and 1-4-1989 in respect of one Sri Doraiswamy, who was initially appointed as an Typist on 2-12-1980 and subsequently appointed as an Assistant on 7-5-1984 which is not in the direct line of promotion.

In this connection, I am directed to state that the case of Sri Doraiswamy, Assistant has been examined in detail and wish to clarify that the total service rendered by Sri Doraiswamy as Typist and Assistants as on 1-4-1985/1.4.1989 as the case may be, has to be reckoned for allowing Service Weightage, irrespective of his designation as on the date of fixing the pay in the revised scales, provided there is no break in service.

The cases of similar nature including those falling under all other cadres also may be disposed of on the lines clarified above subject to observance of other conditions stipulated in relevant Board Orders leading to the revision of pay scales of 1-4-1985 and 1-4-1989.

Yours faithfully,
Sd/- Secretary
K. E. B.

Karnataka Electricity Board

No. KEB/B16/4214/80-81.

Board Secretariat
'Cauvery Bhavan',
Bangalore-560009

Dated: 22-2-1991

All Supdg. Engineers, Elecl., O&M Circles
All Executive Engineers, Elecl.
O & M Divisions,
Karnataka Electricity Board

Sirs,

Sub : Extension of the benefit of elongation of the time scales in respect of the Workmen who have been moved on to the next higher time scales of Non-Workmen-Clarification-Reg.

Adverting to the above subject, I am directed to state that many of the Circle and Divisional Officers are often requesting the Board to clarify whether the Workmen are entitled to the benefit of elongation of the time scales even after their movement to the next higher time scales of the Non-Workmen. In this connection, I wish to state that the matter has been examined by the Board in the light of the settlements reached between the Management and the KEB Employees' Union from time to time with regard to the Pay Scales and other allied matters, and wish to clarify that the Workmen who moves on to the next higher time scale of pay of Non-Workmen in terms of the B.O. No. KEB/B16/5816/82-83 dtd. 24-6-82 and subsequent clarifications in the matter thereon, and reaches the maximum of that next higher time scale of pay of Non-Workmen, the scale of such Workmen shall be elongated as personal to them by sanctioning annual increments at the same rate laid down by them.

The cases of the above nature, if any, may be reviewed in the light of the above clarification.

Yours faithfully,
Secretary, KEB.

KARNATAKA ELECTRICITY BOARD

R E A D:

1. Board Order No. MSEB/A1/6435/69-70 dated 15-1-1970 revising the pay scales of the employees of the Board with effect from 1-4-1969.
2. Board Order No. KEB/BFO.5/76-77 dated 12-3-1977 revising the pay scales of the employees of the Board with effect from 1-4-1976.
3. Board Order No. KEB/B16/5624/79-80 dated 3-1-1981 revising the pay scales of the workmen of the Board with effect from 1-4-1980.
4. Board Order No. KEB/B16/4088/84-85 dated 31-1-1986 revising the pay scales of the workmen of the Board with effect from 1-4-1985.
5. Board Order No. KEB/B16/3888/89-90 dated 12-4-1990 revising the pay scales of the workmen of the Board with effect from 1-4-1989.
6. Letter No. KEBEU 423-5/93 dated 12-2-1993 from the General Secretary, KEB Employees' Union (Reg.No. 659) submitting charter of demands requesting for revising the pay scales and other allowances, etc., with effect from 1-4-1993.
7. Board Resolution No. BM 631/18610 dated 25-4-1994.
8. Memorandum of settlement dated 26-4-1994 entered into between the Management of KEB and the KEB Employees' Union (Reg.No.659) regarding revision of pay scales of workmen and other allied matters with effect from 1-4-1993.

ORDER No. KEB/B16/2651/94-95,

BANGALORE, DATED: 26TH APRIL 1994.

Board is pleased to approve the Revision of Pay scales as specified in Annexure-I appended to this order in respect of Workmen who have been appointed to various posts against direct recruitment, by absorption and by promotion subject to the following conditions.

...2)

I. DATE OF EFFECT:

(a) The revised pay scales shall come into force with effect from 1-4-1993 for all workmen.

(b) The revised pay scales shall not apply in the cases of any workmen on Temporary Time Rolls, Casual Labourers, on Contract basis, on part time basis either on daily or on consolidated wage basis.

II. ELONGATION OF TIME SCALES:

If a workman reaches the maximum of the time scale during the period of settlement dated 26th April 1994, his/her scale shall be elongated in respect of that workman as purely personal to him/her till the date of signing of the next settlement subject to the following conditions.

(a) The elongation of the time scale in respect of Junior Engineers and Assistant Engineers (Non-Graduate) shall be limited to the maximum of the time scale of the Assistant Executive Engineer:

(b) This benefit of elongation is granted to Assistant Engineers (Non-Graduates) with effect from 1-4-1989 in relaxation of Clause 4 of B.O.No. KER/B16/3888/89-90 dated 12-4-1990 and their pay shall be fixed notionally from that date. Monetary benefit, if any arising out of such fixation shall be given only from 1-4-1993.

III. PAY FIXATION AND SERVICE WEIGHTAGE:

A. The initial pay of the workman shall be fixed in the corresponding revised scale of pay with effect from 1-4-1993 in the following manner:-

(i) To the existing basic pay add the following:-

NOTE: The existing 'Basic pay' shall be arrived at after taking into account the annual increment, elongation increment and promotion increment due as on 1-4-1993 in the existing scale of pay including personal pay, if any.

(a) The minimum Guaranteed Benefit of Rs.225/- (Rupees Two hundred and twenty five).

(b) Service Weightage at the following rates:-

- | | |
|--|---|
| (i) To those workmen who have put in less than 5 (FIVE) years of service in Regular/Maintenance/Workcharged establishment as on 1-4-1993. | 4% (four percent) of existing Basic Pay. |
| (ii) To those workmen who have put in not less than 5 (FIVE) years of service but below 10 (TEN) years of service in Regular/Maintenance/Workcharged establishment as on 1-4-1993. | 5% (five percent) of existing Basic pay. |
| (iii) To those workmen who have put in not less than 10 (TEN) years of service but below 15 (FIFTEEN) years of service in Regular/Maintenance/Workcharged establishment as on 1-4-1993. | 6% (six percent) of existing Basic pay. |
| (iv) To those workmen who have put in not less than 15 (FIFTEEN) years of service but below 20 (TWENTY) years of service in Regular/Maintenance/Workcharged establishment as on 1-4-1993. | 7% (seven percent) of existing Basic pay. |
| (v) To those workmen who have put in not less than 20 (TWENTY) years of service but below 25 (TWENTY FIVE) years of service in Regular/Maintenance/Workcharged establishment as on 1-4-1993. | 8% (eight percent) of existing Basic pay. |

..4)

- (vi) To those workmen who have put in 25 (TWENTY FIVE) years of service and above in Regular/Maintenance/Workcharged establishment as on 1-4-1993. 9% (nine percent) of existing Basic Pay.

NOTE: Computation of service for allowing service weightage shall be made in accordance with the Board Circular letter No. KEB/E16/4655/80-81 dated 28-4-1993.

B. After adding the amount of Minimum Guaranteed Benefit and the Service Weightage as detailed above to the Existing Basic Pay, the Pay shall thereafter be fixed with effect from 1-4-1993 in the corresponding Revised Scales shown in ANNEXURE-I appended to this order, as follows:-

- (i) If the total sum arrived at happens to be less than the minimum of the revised scale, the basic pay shall be fixed at the minimum of the revised scale;
- (ii) If the total sum arrived at happens to be one of the stages in the revised scale or is in between two stages of the Revised Scale, the Basic Pay, shall be fixed at the next higher stage in the revised scale;
- (iii) If an increment/stagnation increment/elongation increment would have been earned by a workman in the pre-revised scale of pay in the normal course during the period from 1-4-1993 to 31-3-1994, his/her pay in the revised scale shall if advantageous to him/her be refixed from the date of his/her actual accrual of such increment in accordance with the afore-said pay fixation formula. In such cases of refixation, the service weightage admissible shall be determined on the basis of total service of the workman as on the date of the actual accrual of such increment during the period from 1-4-1993 to 31-3-1994;
- (iv) The pay of the workmen be fixed in the revised scales of pay as per the ready reckoner enclosed to this order vide ANNEXURE-II.

IV. DEARNESS ALLOWANCES:

(i) The existing rates of Dearness Allowance shall be paid on the pay fixed in the revised scales.

(ii) The three instalments of Dearness Allowance sanctioned by the Board with effect from 1-1-1987, 1-7-1987 and 1-1-1988 shall continue to be treated as Mergeable Dearness Allowance for the purpose of calculation of terminal benefits only and not for any other purpose.

V. HOUSE RENT ALLOWANCE:

The payment of House Rent Allowance to the Workmen shall be regulated based on the revised pay at the rates specified in para 4 of the Board Order No. KEB/B16/1882/90-91 dated 3-12-1990 subject to other conditions stipulated therein.

VI. CITY COMPENSATORY ALLOWANCE:

The payment of City Compensatory Allowance to the Workmen shall be regulated based on the revised pay at the rates specified in para 4 of the Board Order No. KEB/B16/1882/90-91 dated 3-12-1990 subject to other conditions stipulated therein.

VII. OTHER ALLOWANCES:

The allowances/Special Pay to the extent noted against each of the following categories shall be paid with effect from 1-4-1993 subject to the workmen complying with the Rules and Regulations of the Board regarding grant of that particular allowance and also subject to eligibility of such allowance as per existing rules or as may be prescribed by the Board from time to time.

(a) Cash Duty Allowance to those who are in charge of cash duty. at Rs.100/- p.m.
(Rupees One hundred)

NOTE:

(i) Cash duty allowance shall also be paid to those workmen who are entrusted with the cash collections including Trolley cash collection;

(ii) Those who work as substitutes when regular cashier who is incharge of cash duty, proceeds on Casual Leave and other kinds of leave not exceeding seven days shall be paid at Rs.20/- (Rupees twenty) per working day subject to a maximum of Rs.100/- (Rupees One hundred) per month.

(b)	Special Pay to the Typists		at Rs.100/- p.m. (Rs. one hundred)
(c)	-do-	Junior Personal Assistants	at Rs.125/- p.m. (Rs. one hundred and twenty five)
(d)	-do-	Senior Personal Assistants	at Rs.150/- p.m. (Rs. one hundred and fifty)
(e)	-do-	Cyclostyling worker	at Rs.50/- p.m. (Rs. fifty)
(f)	-do-	Drivers	at Rs.100/- p.m. (Rs. one hundred)
(g)	-do-	Lift Attendants/ Trolley Drivers	at Rs.90/- p.m. (Rs. ninty only)
(h)	-do-	Cleaners/Auto- Helpers	at Rs.90/- p.m. (Rs. ninty only)
(i)	-do-	Junior Engineer, (Hotline works)	at Rs.150/- p.m. (Rs. one hundred and fifty)
(j)	-do-	Mechanic Gr.I (Hotline works)	at Rs.100/- p.m. (Rs. one hundred)
(k)	-do-	Mechanic Gr.II (Hotline works)	at Rs.100/- p.m. (Rs. one hundred)

- (l) Special Pay to the Medical Staff Class-IV employees at Rs. 45/- p.m. (Rs. forty five).
- (m) Personal Allowance to Junior Assistants (Internal Audit) (Inspection) at Rs. 100/- p.m. (Rs. one hundred)
- (n) Spl. Pay Assistants who are incharge of safe custody of valuable documents in the office of Financial Adviser & Chief Accounts Officer at Rs. 100/- p.m. (Rs. one hundred)
- (o) -do- Asst. Store Keeper at Rs. 90/- p.m. (Rs. ninety)
- (p) -do- Store Keeper Grade-II at Rs. 100/- p.m. (Rs. one hundred)
- (q) -do- Store Keeper Gr. I at Rs. 125/- p.m. (Rs. one hundred and twenty five)
- (r) -do- Workmen doing the duties of Telex Operator (in addition to other special pay/allowance if any admissible) at Rs. 45/- p.m. (Rs. forty five)
- (s) -do- NCR Machine Mechanic at Rs. 50/- p.m. (Rs. fifty)
- (t) -do- Xerox Machine operators (to a post to be designated in Head Offices) at Rs. 30/- p.m. (Rs. thirty)

SHIFT ALLOWANCE:

Shift allowance to the workmen doing shift duties in evening and night shifts (including watch & ward/medical staff/service stations/Telex Operators) shall be paid at 5% of basic pay subject to minimum of Rs. 7.50 (Rupees seven and paise fifty) per shift.

IX. HOT STICK ALLOWANCE:

Hot line staff who work on Hot Lines shall be paid "Hot Stick Allowance" of Rs.60/- (Rupees sixty) per day of work on the hot line. Risk Allowance presently paid to these staff shall be discontinued.

X. CONVEYANCE ALLOWANCE:

(a) Conveyance Allowance at the following rates shall be paid to the workmen who own, maintain and use the particular type of vehicle, for discharging the Board's work.

(i) Motor Cycle/Scooter	Rs.200/- per month (Rs. two hundred)
(ii) Moped	Rs.75/- per month (Rs. seventy five)
(iii) Bicycle	Rs.60/- per month (Rs. sixty only)

NOTE:

- (a) The workmen who are entrusted with the duty of delivery of tappal shall be paid conveyance allowance at Rs.60/- (Rupees sixty) per month and in case of absence of regular incumbent, the substitute shall be paid conveyance allowance at Rs.2.50 (Rupees two and paise fifty) per working day subject to a maximum of Rs.60/- (Rupees sixty) per month.
- (b) The Operators/Overseers deputed to do Meter Reading work shall be paid conveyance allowance at Rs.2.50 (Rupees two and paise fifty) per working day subject to a maximum of Rs.60/- (Rupees sixty) per month.
- (c) The workmen entrusted with cash duty (those who attend Banks) shall be paid conveyance allowance of Rs.75/- (Rupees seventy five) per month. A substitute in the absence of regular cashier shall be paid conveyance allowance of Rs.3/- (Rupees three) per working day subject to maximum of Rs.75/- (Rupees Seventy five) per month.

- (d) Conveyance allowance shall be admissible to Civil/Transmission line staff working in camps at the rates mentioned at para X(a) above.

XI. WASHING ALLOWANCE:

Washing allowance shall be paid at Rs.35/- (Rupees thirty five) per month wherever the same is admissible at present.

XII. SPECIAL LOCALITY ALLOWANCE:

(i) The special locality allowance shall be paid at 15% (fifteen percent) of Basic Pay subject to a maximum of Rs.400 - (Rupees four hundred) per month to the workmen in the following places:-

- (a) MGHE Works 'Jog Falls' (including Pre-University College, Jog)
- (b) Hulical,
- (c) Gogi Branch.

(ii) The special locality allowance shall be paid at 7½% (seven and half percent) of the Basic Pay subject to a maximum of Rs.300/- (Rupees three hundred only) per month to the workmen in the following places:-

- (a) Ghataprabha,
- (b) Dandeli,
- (c) Sapa,
- (d) Villeswara (Kudremukh Project)
- (e) Samsra, Sivasamudra,
- (f) Mandrebad,
- (g) Upper Krishna Project,
- (h) B.P. Project,
- (i) T.K. Project.

XIII. HILL ALLOWANCE:

Hill Allowance wherever admissible at present shall be paid to the workmen at the following rates:-

- | | |
|---|---|
| (a) Workman drawing Basic Pay below Rs.1300/- p.m. | Rs.75/- p.m.
(Rs. seventy five) |
| (b) Workmen drawing Basic Pay of Rs.1300/- and above per month. | Rs.120/- p.m.
(Rs. one hundred and twenty) |

XIV. RURAL ALLOWANCE:

Rural Allowance of Rs.75/- (Rupees seventy five) per month shall be paid to workmen who are posted to Rural camps where the population of the town/village is less than 3000 (population figure taken according to 1991 census).

XV. CONSTRUCTION ALLOWANCE:

Construction Allowance shall be paid at 12% (Twelve percent) at Jog Falls and at 6% (six percent) at other places subject to a maximum of Rs.300/- (Rupees three hundred) per month.

XVI. DIP & DIVING ALLOWANCE:

Dip & Diving Allowance shall be paid at the following rates whenever the workmen are called upon to work in water conductor system.

- | | |
|--------------------------------|------------------------------------|
| (a) Diving Allowance to Divers | Rs.75/- p.m.
(Rs. seventy five) |
| (b) Dip Allowance | Rs.40/- per hour
(Rs. forty) |

XVII. MEDICAL FACILITIES:

The cost of Anti-Rabies Injection administered to any workmen in any hospital in the State shall be reimbursed in full.

XVIII. RETIREMENT BENEFIT:

The workmen retiring from Board service shall be presented with a memento costing not more than Rs.1000/- (Rupees one thousand). However the items to be presented shall be decided in consultation with the Union (Reg.No. 659).

NOTE:

All other allowances/special pay which are being paid by the Board at present shall be continued to be paid at the same rates subject to the workmen complying with the Rules & Regulations of the Board regarding the grant of that particular allowance/Special Pay he/she is eligible there to as per the existing rules.

XIX. AMENITIES & FACILITIES:

(a) HOUSE RENT RECOVERY:

House rent shall not be recovered from the workmen who are drawing a Basic Pay of Rs.1940/- (Rupees one thousand nine hundred and forty) and below per month, if they are provided with Board Quarters. Such workmen will not be entitled to payment of House Rent Allowance.

(b) UNIFORMS:

Reimbursement of the following charges wherever admissible shall be made at the rates mentioned against each.

- | | |
|--|--|
| (a) Stitching charges for two sets of men uniforms. | Rs.200/- (Rupees Two hundred only) |
| (b) Purchase of Shoes (One pair) | Rs.200/- (Rupees two hundred only) |
| (c) Purchase of chappals (One Pair) | Rs.100/- (Rupees one hundred) |
| (d) Purchase of sarees with petti-coats & Blouse pieces (two numbers each) to women employees. | Rs.400/- (Rupees four hundred) PLUS Rs.30/- (Rupees thirty) for stitching charges. |

...12)

NOTE:

- (i) Workmen working in transmission line maintenance shall be issued one pair of shoes instead of one pair of chappals to protect from reptiles.
- (ii) Workmen actually working in stores in releasing and filling of transformer oil and M.T. staff working in transformer repair section shall be issued one pair of PVC moulded shoes once in two years.

XX. ACCIDENT GRANT:

(a) Workman who meets with an accident while on duty is injured severely he/she may obtain medical treatment in any of the Hospitals as per the advice of the Authorised Medical Attendant of the Board and the entire expenditure shall be met by the Board.

(b) Accident grants to such hospitalised workman shall be paid as follows:-

(i) Rs.500/- (Rupees five hundred) shall be paid where the workman is hospitalised for a period upto and inclusive of seven days.

(ii) Rs.800/- (Rupees eight hundred) shall be paid in case of hospitalisation for a period beyond seven days.

Injury leave, special disability leave with full pay and allowances shall be sanctioned to the injured workman for the entire period of his hospitalisation and treatment.

XXI. PAYMENT OF EX-GRATIA FOR FUNERAL EXPENSES:

When a workman dies while in service, the dependants of the deceased shall be paid Rs.1000/- (Rupees one thousand) as funeral expenses and Rs.50/- (Rupees fifty) shall be sanctioned separately for placing a wreath on dead body.

...13)

XXII. MARRIAGE ADVANCE:

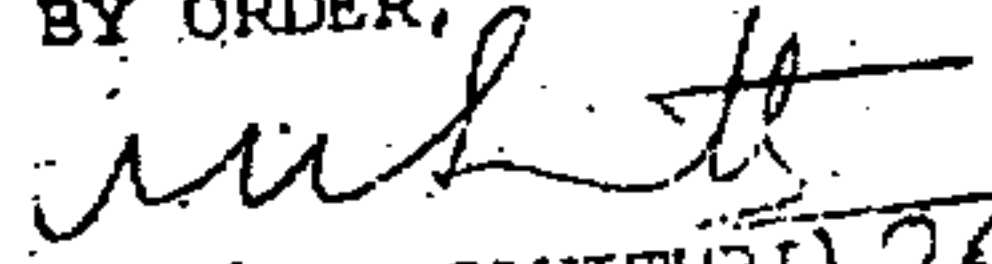
The maximum limit of marriage advance is raised from Rs.4000/- (Rupees four thousand) to Rs.8000/- (Rupees eight thousand) subject to observance of other conditions stipulated in B.O.No. KEB/CLO/B16/5740/80-81 dated 4-1-1982.

XXIII. The revision of pay scales is linked to production and productivity. Further, the Board expects that the employees will put forth their best efforts for rendering efficient service to the consumer public. They will also exhibit a great sense of dedication to work, discipline, obedience and understanding.

XXIV. The revised pay shall be drawn in the monthly bills from May 1994 and onwards. Separate orders will be issued with regard to payment of arrears for the period from 1-4-1993 to 30-4-1994.

XXV. If any question arises relating to the interpretation of any of the Clauses/provisions of this Board Order it shall be referred to the Board for decision. Any clerical/typographical/arithmetical mistakes be brought to the notice of the Board.

BY ORDER,



(M.V.SAVITHRI) 26/4
SECRETARY,
K.E.B.

To:

Shri K.N.Narasimhaiah, Member, KEB., Bangalore.
The Chief Engineer, Electricity, (General), KEB., Bangalore.
All the Chief Engineers, Electricity, KEB., Bangalore.
The Financial Adviser & Chief Accounts Officer, KEB., B'lore.
All the Chief Controller of Accounts, KEB., Bangalore.

...14)

The Deputy Inspector General of Police (Vigilance), KEB., B'lore.
The Managing Director, K.P.C.Ltd., Bangalore.
The Accountant General (Audit-II), Karnataka, Bangalore.
All the Superintending Engineers, (Elect), KEB.
The Director, (I.T.C.), KEB., Bangalore.
All the Controllers, K.E.B.
All the Executive Engineers, K.E.B.
The Superintending Engineer, Elect., TBHE Scheme, T.B.Dam.
All the Deputy Controllers of Accounts, KEB.
All the Accounts Officers, KEB.
The Principal, Training Institute (M), KEB., Bangalore.
All the Officers, Board Secretariat, KEB., Bangalore.
The General Secretary, KEBEU (Reg.No. 659), A.R.Circle, B'lore.
PAS to CM/TM/FM/Secretary/Addl.Secretary, KEB., Bangalore.
SA.II (Records), Board Secretariat, KEB., B'lore.

GC:

KARNATAKA ELECTRICITY BOARD

ANNEXURE-I to Board Order No. KEB/B16/2651/94-95 Dated 26-4-1994

REVISED SCALES OF PAY effective from 1-4-1993 to various categories of monthly rated Workmen of the Karnataka Electricity Board who have been appointed by Direct Recruitment, by absorption and by promotion

Sl. No.	Designation	Existing Pay Scales	Revised Pay Scales with effect from 1-4-1993
1	2	3	3
1.	Mali Gr.II/Fieldman Gr.III/Caretaker, Dhobi, Ward Attendant, Sanitary Worker, Watchman (Office/ Security/Stores), Office Attendant Gr.II	Rs.940-15-1045- 20-1145-25-1270 30-1450-50-1950	Rs.1075-20-1175-25- 1300-30-1450-50- 1700-60-2360
2.	Station Attendant Gr.II, Asst.Lineman, Attendant Gr.II (TCD)/ (RT)/(MT), Helpers (Stores)/(Workshop), Mali Gr.I, Fieldman Gr.II, Helper(Civil), Maity, Cook, Cleaner/ Auto Helper, Security Head Guards	Rs.1015-15-1045- 20-1145-25-1270- 30-1450-50-2050	Rs.1155-20-1175-25- 1300-30-1450-50- 1700-60-2480
3.	Station Attendant Gr.I, Lineman, Attendant Gr.I (TC)/(RT)/(MT), Cutter/Hammerman/ Blacksmith Gr.II/ Machine Operator/ Store Attendant Gr.I/ Driller/Puncher/ Fitter Gr.III, Painter Gr.II/Grinder/Sheet Metal Worker/Tinker Gr.II/ Carpenter Gr.III, Attendant Gr.I (WS), Civil Mate, Plumber-cum-Fitter Gr.III, Fieldman Gr.I/Maistry Gr.III, Bar Bender-cum- Vibrator Attendant Gr.I, Butler, Cook-cum-Butler, Attendant Gr.I (Tool Keeper), Jamedar (Watch & Ward), Head Watchman, Darkroom Assistant, Lift Attendant, Daftary, Office Attendant Gr.I.	Rs.1065-20-1145-25- 1270-30-1450-50- 1750-60-2290	Rs.1200-25-1300-30- 1450-50-1700-60- 2060-75-2735

...2)

4. Wireman

Rs.1085-20-1145-
25-1270-30-1430-
50-1750-60-2110

Rs.1225-30-1385-
1450-50-1700-60-
2060-75-2510-100-3410

5. Station Mechanic Gr.II,
Crane Operator Gr.II,
Plumber Gr.II, Painter
Gr.I, Line Mechanic
Gr.II, Mechanic Gr.II
(TC)/(RT)/(MT), Maistry
Gr.II, Welder Gr.II,
Turner Gr.II, Black-
smith Gr.I, Carpenter
Gr.II, Mechanic-cum-
Machinist Gr.II, Painter
Gr.I, Fitter Gr.II,
Tinker Gr.I, Maistry
(Civil) Gr.II, Mason Gr.II,
Plumber-cum-Fitter Gr.II,
Maistry(Health) Gr.II,
Driver Gr.II, Auto
Mechanic Gr.II.

Rs.1145-25-1270-
30-1450-50-1750-
60-2110-75-2635

Rs.1300-30-1450-50-
1700-60-2060-75-2510-
100-3410

Junior Assistant/Typist Rs.1145-25-1270-
30-1450-50-1750-
60-2110-75-2660

6. Station Mechanic Gr.I/
Crane Operator Gr.I,
Plumber Gr.I, Line
Mechanic Gr.I, Mechanic
Gr.I(TC)/(RT)/(MT),
Maistry Gr.I, Mechanic-
cum-Machinist Gr.I,
Fitter Gr.I, Carpenter
Gr.I, Turner Gr.I,
Welder Gr.I, Maistry
(Civil) Gr.I, Mason Gr.I,
Plumber Gr.I, Auto
Mechanic Gr.I, Operators/
Overseers/Meter Readers,
Tracer (Civil), Tracer/
Blue Printer, Assistant-
Draughtsman, Asst.Store-
keeper

Rs.1195-25-1270-
30-1450-50-1750-
60-2110-75-2660

Rs.1330-30-1450-50-
1700-60-2060-75-2510-
100-3410

7. Assistant Cable Joints/Rs.1300-30-1450-)
Hot Line Mechanic Gr.II 50-1750-60-2110-)
75-2635-100-3335)
Assistant/Junior Rs.1300-30-1450-)
Personal Assistant 50-1750-60-2110-)
75-2635-100-3535)

Rs.1450-50-1700-60-
2060-75-2510-100-
3110-125-4110

...3)

1	2	3	4
8.	Cable Jinter, Hotline Mechanic Gr.I, Senior Mechanic, Senior Mechanic (TC)/(MT)/(RT), Instrument Mechanic/ Asst.Foreman, Senior Mechanic (WS), Driver Gr.I, Asst.Foreman (Transport), Storekeeper Gr.II, Draughtsman/ Draughtsman (Civil)	Rs.1390-30-1450- 50-1750-60-2110-75- 2635-100-3535	Rs.1550-50-1700-60- 2060-75-2510-100- 3110-125-4110
9.	Junior Engineer, El, Junior Engineer, (Civil), Senior Asst., Store Keeper Gr.I, Draughts- man, Senior Draughts- man (Civil), Special Grade Driver.	Rs.1550-50-1750-60- 2110-75-2635-100- 3335-125-4085	Rs.1700-60-2060-75- 2510-100-3110-125- 3860-150-4760
10.	Merit Grade Mechanic	Rs.1650-50-1750- 60-2110-75-2635- 100-3335-125-4085	Rs.1760-60-2060-75- 2510-100-3110-125- 3860-150-4760
11.	Asst.Engineer, (Non-Graduate)	Rs.2110-75-2635- 100-3335-125- 4210-150-4360	Rs.2210-75-2510-100- 3110-125-3860-150- 4910-175-5085

- NOTE:**
- (1) If the designation of any Category of Workmen is not included in the above, the Workmen will be given the revised scale of pay corresponding to his existing scale of pay.
 - (2) If and when the scale of Assistant Engineers (Graduates) is revised, Assistant Engineers (Non-Graduates) will also be given the same scale and remuneration, subject to the elongation Clause stipulated under Clause II.
 - (3) Workmen borne on Work Charged Establishment will be given revised scale of pay corresponding to his existing scale of pay.

S. S. Saini
for Secretary, 26/4/94
K.E.B.

CC:

ANNEXURE-II

Statement showing the fixation of pay as per Board Order No. KEB/
816/2651/94-95 dated 26-4-1994

TABLE No. 1

EXISTING SCALE : Rs.940-15-1045-20-1145-25-1270-30-1450-50-1950.

REVISED SCALE : Rs.1075-20-1175-25-1300-30-1450-50-1700-60-2360.

Sl. No.	Pay as on 1-4-93 in existing scale	Pay in the revised scale for service					
		Less than 5 yrs.	5 yrs. & above but less than 10 yrs.	10 yrs. & above but less than 15 yrs.	15 yrs. & above but less than 20 yrs.	20 yrs. & above but less than 25 yrs.	25 yrs. & above
1.	940	1225	1225	1225	1250	1250	1250
2.	955	1225	1250	1250	1250	1275	1275
3.	970	1250	1250	1275	1275	1275	1300
4.	985	1250	1275	1275	1300	1300	1300
5.	1000	1275	1300	1300	1300	1330	1330
6.	1015	1300	1300	1330	1330	1330	1360
7.	1030	1300	1330	1330	1330	1360	1360
8.	1045	1330	1330	1360	1360	1360	1390
9.	1065	1360	1360	1360	1390	1390	1390
10.	1085	1360	1390	1390	1390	1420	1420
11.	1105	1390	1390	1420	1420	1420	1450
12.	1125	1420	1420	1420	1450	1450	1500
13.	1145	1420	1450	1450	1500	1500	1500
14.	1170	1450	1500	1500	1500	1500	1550
15.	1195	1500	1500	1500	1550	1550	1550
16.	1220	1500	1550	1550	1550	1550	1600
17.	1245	1550	1550	1550	1600	1600	1600
18.	1270	1550	1600	1600	1600	1600	1650
19.	1300	1600	1600	1650	1650	1650	1650
20.	1330	1650	1650	1650	1650	1700	1700
21.	1360	1650	1700	1700	1700	1700	1760
22.	1390	1700	1700	1700	1760	1760	1760
23.	1420	1760	1760	1760	1760	1760	1820
24.	1450	1760	1760	1820	1820	1820	1820
25.	1500	1820	1820	1820	1880	1880	1880
26.	1550	1880	1880	1880	1940	1940	1940
27.	1600	1940	1940	1940	1940	2000	2000
28.	1650	2000	2000	2000	2000	2060	2060
29.	1700	2000	2060	2060	2060	2120	2120
30.	1750	2060	2120	2120	2120	2120	2180
31.	1800	2120	2120	2180	2180	2180	2240
32.	1850	2180	2180	2240	2240	2240	2300
33.	1900	2240	2240	2240	2300	2300	2300
34.	1950	2300	2300	2300	2360	2360	2360

For Secretary
K.E.B.

ANNEXURE-II

Statement showing the fixation of pay as per Board Order No. KES/16/2651/94-95 dated 26-4-1994

SCALE No. 2:

EXISTING SCALE : Rs.1015-15-1045-20-1145-25-1270-30-1450-50-2050

REVISED SCALE : Rs.1155-20-1175-25-1300-30-1450-50-1700-60-2480

Pay in the revised scale for service

Sl. No.	Pay as on 1-4-93 in existing scale	Less than 5 yrs.	5 yrs. & above but less than 10 yrs.	10 yrs. & above but less than 15 yrs.	15 yrs. & above but less than 20 yrs.	20 yrs. & above but less than 25 yrs.	25 yrs. & above
1.	1015	1300	1300	1330	1330	1330	1360
2.	1030	1300	1330	1330	1330	1360	1360
3.	1045	1330	1330	1360	1360	1360	1390
4.	1065	1360	1360	1360	1390	1390	1390
5.	1085	1360	1390	1390	1390	1420	1420
6.	1105	1390	1390	1420	1420	1420	1450
7.	1125	1420	1420	1420	1450	1450	1500
8.	1145	1420	1450	1450	1500	1500	1500
9.	1170	1450	1500	1500	1500	1500	1550
10.	1195	1500	1500	1500	1550	1550	1550
11.	1220	1500	1550	1550	1550	1550	1600
12.	1245	1550	1550	1550	1600	1600	1600
13.	1270	1550	1600	1600	1600	1600	1650
14.	1300	1600	1600	1650	1650	1650	1650
15.	1330	1650	1650	1650	1650	1700	1700
16.	1360	1650	1700	1700	1700	1700	1760
17.	1390	1700	1700	1700	1760	1760	1760
18.	1420	1760	1760	1760	1760	1760	1820
19.	1450	1760	1760	1820	1820	1820	1820
20.	1500	1820	1820	1820	1880	1880	1880
21.	1550	1880	1880	1880	1940	1940	1940
22.	1600	1940	1940	1940	1940	2000	2000
23.	1650	2000	2000	2000	2000	2060	2060
24.	1700	2000	2060	2060	2060	2120	2120
25.	1750	2060	2120	2120	2120	2120	2180
26.	1800	2120	2120	2180	2180	2180	2240
27.	1850	2180	2180	2240	2240	2240	2300
28.	1900	2240	2240	2240	2300	2300	2300
29.	1950	2300	2300	2300	2360	2360	2360
30.	2000	2360	2360	2360	2420	2420	2420
31.	2050	2360	2420	2420	2420	2480	2480

Enail
For Secretary, K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

Statement showing the fixation of pay as per Board Order No. KEB/
B16/2651/94-95 dated 26-4-1994

SCALE No. 3:

EXISTING SCALE : Rs.1065-20-1145-25-1270-30-1450-50-1750-60-2290

REVISED SCALE : Rs.1200-25-1300-30-1450-50-1700-60-2060-75-2735

Pay in the Revised scale for service

Sl. No.	Pay as on 1-4-93 in existing scale	Less than 5 yrs.	5 yrs. & above but less than 10 yrs.	10 yrs. & above but less than 15 yrs.	15 yrs. & above but less than 20 yrs.	20 yrs. & above but less than 25 yrs.	25 yrs. & above
1.	1065	1360	1360	1360	1390	1390	1390
2.	1085	1360	1390	1390	1390	1420	1420
3.	1105	1390	1390	1420	1420	1420	1450
4.	1125	1420	1420	1420	1450	1450	1500
5.	1145	1420	1450	1450	1500	1500	1500
6.	1170	1450	1500	1500	1500	1500	1550
7.	1195	1500	1500	1500	1550	1550	1550
8.	1220	1500	1550	1550	1550	1550	1550
9.	1245	1550	1550	1550	1600	1600	1600
10.	1270	1550	1600	1600	1600	1600	1650
11.	1300	1600	1600	1650	1650	1650	1650
12.	1330	1650	1650	1650	1650	1700	1700
13.	1360	1650	1700	1700	1700	1700	1760
14.	1390	1700	1700	1700	1760	1760	1760
15.	1420	1760	1760	1760	1760	1760	1820
16.	1450	1760	1760	1820	1820	1820	1820
17.	1500	1820	1820	1820	1880	1880	1880
18.	1550	1880	1880	1880	1940	1940	1940
19.	1600	1940	1940	1940	1940	2000	2000
20.	1650	2000	2000	2000	2000	2060	2060
21.	1700	2000	2060	2060	2060	2135	2135
22.	1750	2060	2135	2135	2135	2135	2135
23.	1810	2135	2135	2210	2210	2210	2210
24.	1870	2210	2210	2210	2285	2285	2285
25.	1930	2285	2285	2285	2360	2360	2360
26.	1990	2360	2360	2360	2360	2435	2435
27.	2050	2360	2435	2435	2435	2510	2510
28.	2110	2435	2510	2510	2510	2510	2585
29.	2170	2510	2510	2585	2585	2585	2660
30.	2230	2585	2585	2660	2660	2660	2660
31.	2290	2660	2660	2660	2735	2735	2735

S. S. S. S.
for Secretary, 24/4/94
K.E.B.

ANNEXURE-II

Statement showing the fixation of pay as per Board Order No. KEB/
B16/2651/94-95 dated 26-4-1994.

SCALE No. 4:

EXISTING SCALE : Rs.1085-20-1145-25-1270-30-1450-50-1750-60-2350

REVISED SCALE : Rs.1225-25-1300-30-1450-50-1700-60-2060-75-2810

Sl. No.	Pay as on 1-4-93 in existing scale	Pay in the revised scale for service					
		Less than 5 yrs.	5 yrs. & above but less than 10 yrs.	10 yrs. & above but less than 15 yrs.	15 yrs. & above but less than 20 yrs.	20 yrs. & above but less than 25 yrs.	25 yrs. & above
1.	1085	1360	1390	1390	1390	1420	1420
2.	1105	1390	1390	1390	1390	1420	1420
3.	1125	1420	1420	1420	1420	1450	1450
4.	1145	1420	1450	1450	1450	1500	1500
5.	1170	1450	1500	1500	1500	1500	1500
6.	1195	1500	1500	1500	1500	1500	1550
7.	1220	1500	1550	1550	1550	1550	1550
8.	1245	1550	1550	1550	1550	1550	1600
9.	1270	1550	1600	1600	1600	1600	1600
10.	1300	1600	1600	1600	1600	1600	1650
11.	1330	1650	1650	1650	1650	1650	1650
12.	1360	1650	1700	1700	1700	1700	1700
13.	1390	1700	1700	1700	1700	1700	1760
14.	1420	1760	1760	1760	1760	1760	1760
15.	1450	1760	1760	1760	1760	1760	1820
16.	1500	1820	1820	1820	1820	1820	1820
17.	1550	1860	1880	1880	1880	1880	1880
18.	1600	1940	1940	1940	1940	1940	1940
19.	1650	2000	2000	2000	2000	2000	2000
20.	1700	2000	2060	2060	2060	2060	2060
21.	1750	2060	2135	2135	2135	2135	2135
22.	1810	2135	2135	2135	2135	2135	2135
23.	1870	2210	2210	2210	2210	2210	2210
24.	1930	2285	2285	2285	2285	2285	2285
25.	1990	2360	2360	2360	2360	2360	2360
26.	2050	2360	2435	2435	2435	2435	2435
27.	2110	2435	2510	2510	2510	2510	2510
28.	2170	2510	2510	2510	2510	2510	2585
29.	2230	2585	2585	2585	2585	2585	2585
30.	2290	2660	2660	2660	2660	2660	2660
31.	2350	2735	2735	2735	2735	2735	2735
						2810	2810

Sd/-
for Secretary
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-III

Statement showing the fixation of pay as per Board Order No. KEB/116/2651/94-95 dated 26-4-1994

SCALE No. 5:

EXISTING SCALE : Rs.1145-25-1270-30-1450-50-1750-60-2110-75-2635

REVISED SCALE : Rs.1300-30-1450-50-1700-60-2060-75-2510-100-3410

Pay in the revised scale for service							
Sl. No.	Pay as on 1-4-93 in existing scale	Less than 5 yrs.	5 yrs. & above but less than 10 yrs.	10 yrs. & above but less than 15 yrs.	15 yrs. & above but less than 20 yrs.	20 yrs. & above but less than 25 yrs.	25 yrs. & above
1.	1145	1420	1450	1450	1500	1500	1500
2.	1170	1450	1500	1500	1500	1500	1550
3.	1195	1500	1500	1500	1550	1550	1550
4.	1220	1500	1550	1550	1550	1550	1600
5.	1245	1550	1550	1550	1600	1600	1600
6.	1270	1550	1600	1600	1600	1600	1650
7.	1300	1600	1600	1650	1650	1650	1650
8.	1330	1650	1650	1650	1650	1700	1700
9.	1360	1650	1700	1700	1700	1700	1760
10.	1390	1700	1700	1700	1760	1760	1760
11.	1420	1760	1760	1760	1760	1760	1820
12.	1450	1760	1760	1820	1820	1820	1820
13.	1500	1820	1820	1820	1880	1880	1880
14.	1550	1880	1880	1880	1940	1940	1940
15.	1600	1940	1940	1940	1940	2000	2000
16.	1650	2000	2000	2000	2000	2060	2060
17.	1700	2000	2060	2060	2060	2135	2135
18.	1750	2060	2135	2135	2135	2135	2135
19.	1810	2135	2135	2210	2210	2210	2210
20.	1870	2210	2210	2210	2285	2285	2285
21.	1930	2285	2285	2285	2360	2360	2360
22.	1990	2360	2360	2360	2360	2435	2435
23.	2050	2360	2435	2435	2435	2510	2510
24.	2110	2435	2510	2510	2510	2510	2610
25.	2185	2510	2610	2610	2610	2610	2610
26.	2260	2610	2610	2710	2710	2710	2710
27.	2335	2710	2710	2710	2810	2810	2810
28.	2410	2810	2810	2810	2810	2910	2910
29.	2485	2810	2910	2910	2910	2910	3010
30.	2560	2910	3010	3010	3010	3010	3110
31.	2635	3010	3010	3110	3110	3110	3110

S. S. ...
for Secretary
K.E.B.

Statement showing the fixation of pay as per Board Order No. KEB/
B16/2651/94-95 dated 26-4-1994.

SCALE No. 6:

EXISTING SCALE : Rs.1145-25-1270-30-1450-50-1750-60-2110-75-2860 &
Rs.1195-25-1270-30-1450-50-1750-60-2110-75-2860

REVISED SCALE : Rs.1330-30-1450-50-1700-60-2060-75-2510-100-3410

Pay in the revised scale for service

Sl. No.	Pay as on 1-4-93 in existing scale	Less than 5 yrs.	5 yrs. & above but less than 10 yrs.	10 yrs. & above but less than 15 yrs.	15 yrs. & above but less than 20 yrs.	20 yrs. & above but less than 25 yrs.	25 yrs. & above
1.	1145	1420	1450	1450	1500	1500	1500
2.	1170	1450	1500	1500	1500	1500	1550
3.	1195	1500	1500	1500	1550	1550	1550
4.	1220	1500	1550	1550	1550	1550	1600
5.	1245	1550	1550	1550	1600	1600	1600
6.	1270	1550	1600	1600	1600	1600	1650
7.	1300	1600	1600	1650	1650	1650	1650
8.	1330	1650	1650	1650	1650	1700	1700
9.	1360	1650	1700	1700	1700	1700	1760
10.	1390	1700	1700	1700	1760	1760	1760
11.	1420	1760	1760	1760	1760	1760	1820
12.	1450	1760	1760	1820	1820	1820	1820
13.	1500	1820	1820	1820	1880	1880	1880
14.	1550	1880	1880	1880	1940	1940	1940
15.	1600	1940	1940	1940	1940	2000	2000
16.	1650	2000	2000	2000	2000	2060	2060
17.	1700	2000	2060	2060	2060	2135	2135
18.	1750	2060	2135	2135	2135	2135	2135
19.	1810	2135	2135	2210	2210	2210	2210
20.	1870	2210	2210	2210	2285	2285	2285
21.	1930	2285	2285	2285	2360	2360	2360
22.	1990	2360	2360	2360	2360	2435	2435
23.	2050	2360	2435	2435	2435	2510	2510
24.	2110	2435	2510	2510	2510	2510	2610
25.	2185	2510	2610	2610	2610	2610	2610
26.	2260	2610	2610	2710	2710	2710	2710
27.	2335	2710	2710	2710	2810	2810	2810
28.	2410	2810	2810	2810	2810	2910	2910
29.	2485	2810	2910	2910	2910	2910	3010
30.	2560	2910	3010	3010	3010	3010	3110
31.	2635	3010	3010	3110	3110	3110	3110
32.	2710	3110	3110	3110	3210	3210	3210
33.	2785	3210	3210	3210	3210	3310	3310
34.	2860	3210	3310	3310	3310	3410	3410

S. S. S.
Secretary, 2/4/94
K.S.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

Statement showing the fixation of pay as per Board Order No. KEB/
B16/2651/94-95 dated 26-4-1994

SCALE No. 7:

EXISTING SCALE : Rs.1300-30-1450-50-1750-60-2110-75-2635-100-3335 &
Rs.1300-30-1450-50-1750-60-2110-75-2635-100-3535

REVISED SCALE : Rs.1450-50-1700-60-2060-75-2510-100-3110-125-4110

Pay in the revised scale for service							
Sl. No.	Pay as on 1-4-93 in existing scale	Less than 5 yrs.	5 yrs. & above but less than 10 yrs.	10 yrs. & above but less than 15 yrs.	15 yrs. & above but less than 20 yrs.	20 yrs. & above but less than 25 yrs.	25 yrs. & above
1.	1300	1600	1600	1650	1650	1650	1650
2.	1330	1650	1650	1650	1650	1700	1700
3.	1360	1650	1700	1700	1700	1700	1760
4.	1390	1700	1700	1700	1760	1760	1760
5.	1420	1760	1760	1760	1760	1760	1820
6.	1450	1760	1760	1820	1820	1820	1820
7.	1500	1820	1820	1820	1880	1880	1880
8.	1550	1880	1880	1880	1940	1940	1940
9.	1600	1940	1940	1940	1940	2000	2000
10.	1650	2000	2000	2000	2000	2060	2060
11.	1700	2000	2060	2060	2060	2060	2060
12.	1750	2060	2135	2135	2135	2135	2135
13.	1810	2135	2135	2210	2210	2210	2210
14.	1870	2210	2210	2210	2285	2285	2285
15.	1930	2285	2285	2285	2360	2360	2360
16.	1990	2360	2360	2360	2360	2435	2435
17.	2050	2360	2435	2435	2435	2510	2510
18.	2110	2435	2510	2510	2510	2510	2510
19.	2185	2510	2610	2610	2610	2610	2610
20.	2260	2610	2610	2710	2710	2710	2710
21.	2335	2710	2710	2710	2810	2810	2810
22.	2410	2810	2810	2810	2810	2910	2910
23.	2485	2810	2910	2910	2910	2910	2910
24.	2560	2910	3010	3010	3010	3010	3010
25.	2635	3010	3010	3110	3110	3110	3110
26.	2735	3110	3110	3235	3235	3235	3235
27.	2835	3235	3235	3235	3360	3360	3360
28.	2935	3360	3360	3360	3485	3485	3485
29.	3035	3485	3485	3485	3485	3610	3610
30.	3135	3610	3610	3610	3610	3735	3735
31.	3235	3610	3735	3735	3735	3735	3735
32.	3335	3735	3735	3860	3860	3860	3860
33.	3435	3860	3860	3985	3985	3985	3985
34.	3535	3985	3985	3985	4110	4110	4110

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

Statement showing the fixation of pay as per Board Order No: KEB/
E16/2651/94-95 dated 26-4-1994.

SCALE No. 8:


EXISTING SCALE : Rs.1390-30-1450-50-1750-60-2110-75-2635-100-3535

REVISED SCALE : Rs.1550-50-1700-60-2060-75-2510-100-3110-125-4110

Pay in the revised scale for service

Sl. No.	Pay as on 1-4-93 in existing scale	Less than 5 yrs.	5 yrs. & above but less than 10 yrs.	10 yrs. & above but less than 15 yrs.	15 yrs. & above but less than 20 yrs.	20 yrs. & above but less than 25 yrs.	25 yrs. & above
1.	1390	1700	1700	1700	1760	1760	1760
2.	1420	1760	1760	1760	1760	1760	1820
3.	1450	1760	1760	1820	1820	1820	1820
4.	1500	1820	1820	1820	1880	1880	1880
5.	1550	1880	1880	1880	1940	1940	1940
6.	1600	1940	1940	1940	1940	2000	2000
7.	1650	2000	2000	2000	2000	2060	2060
8.	1700	2000	2060	2060	2060	2135	2135
9.	1750	2060	2135	2135	2135	2135	2135
10.	1810	2135	2135	2210	2210	2210	2210
11.	1870	2210	2210	2210	2285	2285	2285
12.	1930	2285	2285	2285	2360	2360	2360
13.	1990	2360	2360	2360	2360	2435	2435
14.	2050	2360	2435	2435	2435	2510	2510
15.	2110	2435	2510	2510	2510	2510	2610
16.	2185	2510	2610	2610	2610	2610	2610
17.	2260	2610	2610	2710	2710	2710	2710
18.	2335	2710	2710	2710	2810	2810	2810
19.	2410	2810	2810	2810	2810	2910	2910
20.	2485	2810	2910	2910	2910	2910	3010
21.	2560	2910	3010	3010	3010	3010	3110
22.	2635	3010	3010	3110	3110	3110	3110
23.	2735	3110	3110	3235	3235	3235	3235
24.	2835	3235	3235	3235	3360	3360	3360
25.	2935	3360	3360	3360	3485	3485	3485
26.	3035	3485	3485	3485	3485	3610	3610
27.	3135	3610	3610	3610	3610	3735	3735
28.	3235	3610	3735	3735	3735	3735	3860
29.	3335	3735	3735	3860	3860	3860	3985
30.	3435	3860	3860	3985	3985	3985	3985
31.	3535	3985	3985	3985	4110	4110	4110

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 For Secretary
 K.E.B.

ANNEXURE-II

Statement showing the fixation of pay as per Board Order No. KER/ B167255/94-95 dated 26-1-1994.

SCALE No. 9:

EXISTING SCALE : Rs. 1550-50-1750-60-2110-75-2635-100-3335-125-4085

REVISED SCALE : Rs. 1700-60-2060-75-2510-100-3110-125-3860-150-4760

Sl. No.	Pay as on 1-4-93 in existing scale	Pay in the revised scale for services					
		Less than 5 yrs.	5 yrs. & above but less than 10 yrs.	10 yrs. & above but less than 15 yrs.	15 yrs. & above but less than 20 yrs.	20 yrs. & above but less than 25 yrs.	25 yrs. & above
1.	1550	1880	1880	1880	1940	1940	1940
2.	1600	1940	1940	1940	1940	2000	2000
3.	1650	2000	2000	2000	2000	2060	2060
4.	1700	2060	2060	2060	2060	2135	2135
5.	1750	2060	2135	2135	2135	2135	2135
6.	1810	2135	2135	2210	2210	2210	2210
7.	1870	2210	2210	2210	2285	2285	2285
8.	1930	2285	2285	2285	2360	2360	2360
9.	1990	2360	2360	2360	2360	2435	2435
10.	2050	2360	2435	2435	2435	2510	2510
11.	2110	2435	2510	2510	2510	2510	2510
12.	2185	2510	2610	2610	2610	2610	2610
13.	2260	2610	2610	2710	2710	2710	2710
14.	2335	2710	2710	2710	2810	2810	2810
15.	2410	2810	2810	2810	2810	2910	2910
16.	2485	2810	2910	2910	2910	2910	2910
17.	2560	2910	3010	3010	3010	3010	3010
18.	2635	3010	3010	3110	3110	3110	3110
19.	2735	3110	3110	3235	3235	3235	3235
20.	2835	3235	3235	3235	3360	3360	3360
21.	2935	3360	3360	3360	3485	3485	3485
22.	3035	3485	3485	3485	3485	3610	3610
23.	3135	3610	3610	3610	3610	3735	3735
24.	3235	3610	3735	3735	3735	3735	3735
25.	3335	3735	3735	3735	3860	3860	3860
26.	3460	3860	3860	3860	3860	4010	4010
27.	3585	4010	4010	4010	4010	4010	4010
28.	3710	4160	4160	4160	4160	4160	4160
29.	3835	4310	4310	4310	4310	4310	4310
30.	3960	4460	4460	4460	4460	4460	4460
31.	4085	4610	4610	4610	4610	4610	4610
					4760	4760	4760

Sd/-
for Secretary

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II

Statement showing the fixation of pay as per Board Order No. KEB/
B16/2651/94-95 dated 26-4-1994

SCALE No. 10:

EXISTING SCALE : Rs.1650-50-1750-60-2110-75-2635-100-3335-125-4085

REVISED SCALE : Rs.1760-60-2060-75-2510-100-3110-125-3860-150-4760

Pay in the revised scale for service							
Sl. No.	Pay as on 1-4-93 in existing scale	Less than 5 yrs.	5 yrs. & above but less than 10 yrs.	10 yrs. & above but less than 15 yrs.	15 yrs. & above but less than 20 yrs.	20 yrs. & above but less than 25 yrs.	25 yrs. & above
1	1650	2000	2000	2000	2000	2060	2060
2	1700	2000	2060	2060	2060	2135	2135
3	1750	2060	2135	2135	2135	2135	2135
4	1810	2135	2135	2210	2210	2210	2210
5	1870	2210	2210	2210	2285	2285	2285
6	1930	2285	2285	2285	2360	2360	2360
7	1990	2360	2360	2360	2360	2435	2435
8	2050	2360	2435	2435	2435	2510	2510
9	2110	2435	2510	2510	2510	2510	2610
10	2185	2510	2610	2610	2610	2610	2610
11	2260	2610	2610	2710	2710	2710	2710
12	2335	2710	2710	2710	2810	2810	2810
13	2410	2810	2810	2810	2810	2910	2910
14	2485	2810	2910	2910	2910	2910	3010
15	2560	2910	3010	3010	3010	3010	3110
16	2635	3010	3010	3110	3110	3110	3110
17	2735	3110	3110	3235	3235	3235	3235
18	2835	3235	3235	3235	3360	3360	3360
19	2935	3360	3360	3360	3485	3485	3485
20	3035	3485	3485	3485	3485	3610	3610
21	3135	3610	3610	3610	3610	3735	3735
22	3235	3610	3735	3735	3735	3735	3860
23	3335	3735	3735	3860	3860	3860	4010
24	3460	3860	3860	4010	4010	4010	4010
25	3585	4010	4010	4160	4160	4160	4160
26	3710	4160	4160	4310	4310	4310	4310
27	3835	4310	4310	4460	4460	4460	4460
28	3960	4460	4460	4460	4610	4610	4610
29	4085	4610	4610	4610	4610	4760	4760

S. S. Srinivas
for Secretary
K.E.B. 26/4/94

KARNATAKA ELECTRICITY BOARD

ANNEXURE-II.

Statement showing the fixation of pay as per Board Order No. KEB/
B16/2651/94-95 dated 26-4-1994.

SCALE No. 11:

EXISTING SCALE : Rs.2110-75-2635-100-3335-125-4210-150-4360

REVISED SCALE : Rs.2210-75-2510-100-3110-125-3860-150-4910-175-5085

Pay in the revised scale for service							
Sl. No.	Pay as on 1-4-93 in existing scale	Less than 5 yrs.	5 yrs. & above but less than 10 yrs.	10 yrs. & above but less than 15 yrs.	15 yrs. & above but less than 20 yrs.	20 yrs. & above but less than 25 yrs.	25 yrs. & above
1.	2110	2435	2510	2510	2510	2510	2610
2.	2185	2510	2610	2610	2610	2610	2610
3.	2260	2610	2610	2710	2710	2710	2710
4.	2335	2710	2710	2710	2810	2810	2810
5.	2410	2810	2810	2810	2810	2910	2910
6.	2485	2810	2910	2910	2910	2910	3010
7.	2560	2910	3010	3010	3010	3010	3110
8.	2635	3010	3010	3110	3110	3110	3110
9.	2735	3110	3110	3235	3235	3235	3235
10.	2835	3235	3235	3235	3360	3360	3360
11.	2935	3360	3360	3360	3485	3485	3485
12.	3035	3485	3485	3485	3485	3610	3610
13.	3135	3610	3610	3610	3610	3735	3735
14.	3235	3610	3735	3735	3735	3735	3860
15.	3335	3735	3735	3860	3860	3860	4010
16.	3460	3860	3860	4010	4010	4010	4010
17.	3585	4010	4010	4160	4160	4160	4160
18.	3710	4160	4160	4160	4310	4310	4310
19.	3835	4310	4310	4310	4460	4460	4460
20.	3960	4460	4460	4460	4610	4610	4610
21.	4085	4610	4610	4610	4610	4760	4760
22.	4210	4610	4760	4760	4760	4910	4910
23.	4360	4760	4910	4910	4910	5085	5085

S. S. Rao
for Secretary, 26/4/94
K.E.B.

KARNATAKA ELECTRICITY BOARD

READ:

1) Board Order No. KEB/B16/1950/90-91 dated 27-9-1990, and 20-10-1990, according approval to revise the scales of pay of Officers of Karnataka Electricity Board with effect from 1-4-1989.

ORDER No. KEB/B16/2663/94-95,

BANGALORE, DATED: 31ST OCTOBER, 1994.

In continuation to the B.O.No. KEB/B16/2663/94-95 dated 22-10-1994, Board is pleased to approve the rules of fitment of pay and other allowances as detailed below in respect of officers belonging to Group 'A' & 'B'.

1. DATE OF EFFECT:

The revised pay scales as set out in ANNEXURE-I shall take effect from 1ST APRIL, 1993.

2. Officers recruited to Board's service against direct recruitment quota in respect of categories of posts as set out in ANNEXURE-I on or after 1-4-1993 shall begin at the minimum of the time scale of the post against which they were/are appointed.

3. PAY FIXATION & WEIGHTAGE:

The initial pay of the Officers to whom the revised scales of pay are applicable shall be fixed in that scale as on 1-4-1993 in the following manner:-

(1) To the existing 'Basic Pay' add the following:-

NOTE: The Basic Pay for this purpose shall include annual increment/stagnation increment, if any accruing as on 1-4-1993 in the existing scale as well as personal pay if any drawn as on 1-4-1993.

- (a) Weightage at a flat rate at 16.92% (Sixteen point nine two percent) on 3(i) above subject to a maximum of Rs.800/- (Rupees eight hundred only)

(ii) After adding the weightage as above to the existing Basic Pay as at 3(i) above, the amount so arrived shall be the 'Revised Basic Pay'. The 'Revised Basic Pay' shall be fixed in the revised scales effective from 1-4-1993 as follows:-

- (a) If the 'Revised Basic Pay' happens to be less than the minimum of the revised scale of pay, the basic pay shall be fixed at the minimum of the revised scale.
- (b) If the 'Revised Basic Pay' falls at a stage or in between two stages of the revised scale, pay shall be fixed at the next higher stage in the revised scale.
- (c) In the case of an officer who but for his/her fixation of pay in the revised scale, would have earned normal increment/stagnation increment in the existing scale in the usual course subsequent to 1-4-1993 but on or before 31-3-1994 his/her pay in the revised scale shall, if advantageous to him/her be refixed from the date of his/her earning such increment in accordance with the aforesaid pay fixation formula.

4. The pay of the officers shall be fixed in the revised scale of pay as per the 'Ready Reckoner' enclosed to this Board Order vide ANNEXURE-II.

5. ELONGATION OF TIME SCALES:

If an officer of the rank of Assistant Accounts Officer/ Assistant Engineer/Senior Personal Assistant and other equivalent cadre who reaches the maximum of the time scale during the period from 1-4-1993 to 31-3-1998 his/her scale shall be elongated in respect of such officer as purely personal to him/her subject to the following conditions:-

(a) The elongation of the time scale shall be limited to the maximum of the revised time scale of the Assistant Executive Engineer/Accounts Officer, and other equivalent cadres.

(b) The benefit of elongation in the existing time scale is also granted with effect from 1-4-1989 and their pay shall be fixed periodically from the said date and the monetary benefits if any arising out of such fixation shall be given in the revised time scale only from 1-4-1993.

6. DEARNESS ALLOWANCE:

(i) The existing rates of Dearness Allowance shall be paid on the pay fixed in the revised scales.

(ii) The three instalments of Dearness Allowance sanctioned by the Board with effect from 1-1-1987, 1-7-1987 and 1-1-1988 shall continue to be treated as 'Mergeable Dearness Allowance' for the purpose of calculation of terminal benefits only and not for any other purpose.

7. HOUSE RENT ALLOWANCE:

The payment of House Rent Allowance to Officers shall be regulated based on the revised pay at the rates specified in para 4 of the B.O.No. KEB/B16/1882/90-91 dated 3-12-1990, subject to other conditions stipulated therein.

8. CITY COMPENSATORY ALLOWANCE:

The payment of City Compensatory Allowance to Officers shall be regulated based on the revised pay at the rates specified in para 4 of the B.O.No. KEB/B16/1882/90-91 dated 3-12-1990 subject to other conditions stipulated therein.

9. OTHER ALLOWANCES:

(i) SHIFT ALLOWANCE:

Shift Allowance shall be paid at 5% (FIVE PERCENT) of the pay subject to a minimum of Rs.7.50 (Rupees Seven and paise fifty) per evening/night shift to all those officers who may be deployed to shift duties.

(ii) CONVEYANCE ALLOWANCE:

Conveyance Allowance at the following rates shall be paid to the Officers who own, maintain and use the particular type of vehicle for discharging the Board's work wherever the same is admissible at present:

- | | |
|-----------------------------|---|
| (a) Motor Cycle/
Scooter | : Rs.200/- (Rupees two hundred only)
per month. |
| (b) Moped | : Rs. 75/- (Rupees seventy five only)
per month. |

(iii) SPECIAL LOCALITY ALLOWANCE:

(A) The Special Locality Allowance shall be paid at 15% (Fifteen percent) of Basic Pay subject to a maximum of Rs.400/- (Rupees four hundred only) per month to the officers working in the following places:-

- (a) MSHE works, Jog Falls (including Pre-University College);
- (b) Hulikal;
- (c) Gogi Branch.

NOTE: (i) In respect of officers working at Kadra, Kodasally and Gerusoppa Colonies, the benefit of Special Locality Allowance at the above rate shall be made applicable with effect 1-7-1994 (Ref. B.O.No. KER/B16/4088/84-85 dated 28-6-1994);

(ii) In respect of officers working at 220 KV station, Somanahalli, the benefit of Special Locality Allowance at the above rate shall be made applicable with effect from 1-8-1994 (Ref. B.O.No.KER/B16/3860/84-85 dated 19-8-1994).

(b) The Special Locality Allowance shall be paid at 7½% (Seven and half percent) of the Basic Pay subject to a maximum of Rs.300/- (Rupees three hundred) per month to the Officers working in the following places:-

- | | |
|---------------------------------------|---------------------------|
| (a) Ghataprabha; | (f) Munirabañ; |
| (b) Dandeli; | (g) Upper Krishna Project |
| (c) Supa; | (h) B.R.Project; |
| (d) Malleswara
(Kudremukh Project) | (i) T.K.Halli. |
| (e) Shimsha, Sivasamudra. | |

(iv) HILL ALLOWANCE:

Hill Allowance shall be paid at Rs.120/- (Rupees one hundred and twenty only) per month in respect of Officers working at the hilly places wherever the same is admissible at present subject to the existing conditions.

(v) CONSTRUCTION ALLOWANCE:

Construction Allowance shall be paid at 12% (Twelve percent) at Jog Falls and at 6% (Six percent) at other places subject to a maximum of Rs.300/- (Rupees three hundred only) per month.

(vi) MEDICAL FACILITIES:

The cost of anti-rabies injection administered to any officer in any hospital in the State shall be reimbursed in full.

(vii) RETIREMENT BENEFIT:

The Officers retiring from Board ~~Service~~ shall be presented with a memento costing not more than Rs.1000/- (Rupees one thousand).

(viii) SPECIALISED WORK ALLOWANCE:

The Assistant Engineers (Elect)/Assistant Executive Engineers (Elect) working in Master Plan Divisions/Stations (Maintenance excluding Shift Engineers)/M.T.Divisions/R.T.Divisions shall be paid specialised work allowance at 5% (five percent) of Basic Pay subject to a maximum of Rs.250/- (Rupees two hundred and fifty) per month.

(ix) SPECIAL PAY:

- (a) Special Pay to Additional Secretary working in Board Secretariat shall be paid at Rs.200/- (Rupees two hundred) per month;
- (b) Special Pay to all the Assistant Secretaries working in Board Secretariat shall be paid at Rs.175/- (Rupees one hundred and seventy five) per month;
- (c) Special Pay to Accounts Officer (Establishment Section) of the Office of the Chief Engineer, Electy.(General), KEB., Bangalore, shall be paid Rs.150/- (Rupees one hundred and fifty) per month;
- (d) Special Pay to Assistant Accounts Officer working in Examination Section of the Office of the Chief Engineer, Electy.(General), KES., Bangalore, shall be paid Rs.100/- (Rupees one hundred) per month;

- (e) Special Pay to Assistant Accounts Officer (Security) who is incharge of safe custody of documents in the Office of the Financial Adviser and Chief Accounts Officer shall be paid Rs.150/- (Rupees one hundred and fifty) per month;
- (f) Special Pay to Assistant Accounts officers working in Inspection and Concurrent Audit Wing of 'Internal Audit Wing' shall paid at Rs.125/- (Rupees one hundred and twenty five) per month;
- (g) Special Pay to Senior Personal Assistants shall be paid at Rs.150/- (Rupees one hundred and fifty only) per month.

NOTE: The Special Pay and all other allowances which are being paid to the Officers shall be continued to be paid.

10. It is decided by the Board that all other demands of the Officers submitted in their memorandum not specifically mentioned in this order shall be treated to have been dropped.

11. With this revision of Pay Scales, the Board desires that all the Officers should make sincere effort for increased consumer satisfaction, maximum financial profitability, reduction in system losses and will not give any scope for public complaints and also exhibit a deep sense of dedication to work, discipline and understandings.

BY ORDER,


(P. B. RAMAMURTHY)
SECRETARY, KEB.

To:

Sri K.N.Narasimiah, Member, KEB., Bangalore.
The Chief Engineer, Electy. (General), KEB., Bangalore.
All the Chief Engineers, Electricity, KEB.
The Financial Adviser & Chief Accounts Officer, KEB., B'lore.

0359

All the Chief Controllers, KEB., Bangalore.
The Deputy Inspector General Of Police (Vigilance), KPB., B'lore.
The Managing Director, KFC Ltd., Bangalore.
The Accountant General (Audit-II), Karnataka, Bangalore.
All the Superintending Engineers, (Elect), KEB.
The Director (I.T.C.), KEB., Bangalore.
The Superintending Engineer, (Elect), TBHE Scheme, T.S.Dam.
All the Controllers, KEB.
All the Executive Engineers, KEB.
All the Deputy Controllers of Accounts, KEB.
All the Accounts Officers, KEB.
The Principal, Training Institute (M), KEB., Bangalore.
All the Officers of Board Secretariat, KEB., Bangalore.
The General Secretary, KEB Engineers' Association, K.R.Circle,
Bangalore. KEB
The General Secretary, Accounts Officers' Association, K.R.Circle,
Bangalore.
The General Secretary, KEB Employees' Union (Reg.No.659),
A.R.Circle, Bangalore.
PAS to CM/TM/FM/Secretary/Addl.Secretary. KEB., Bangalore.
SA.II (Records), Board Secretariat, KEB., Bangalore.

(SUBJECT TO RATIFICATION).

CC:3110.

0360

KARNATAKA ELECTRICITY BOARD

READ:

Board Order No. KEB/B16/1950/90-91 dated 27-9-1990 and 20-10-1990 according approval to revise the scales of pay of Officers of Karnataka Electricity Board with effect from 1-4-1989.

2. I.M.C.(A) Resolution No. 111th IMC(A)/765 dated 22-10-1994.

BOARD ORDER No. KEB/B16/2663/94-95,

BANGALORE, DATED: 22nd OCTOBER 1994.

Board is pleased to approve the revision of pay scales of Group A & B Officers of KEB with effect from 1-4-1993 as indicated below:-

Sl. No.	Designation	Existing Scales of Pay in Rs.	Revised Scales of Pay in Rs.
1.	Chief Engr. Electy. (General)	5260-150-5710-175-6410-200-6810	5960-175-7360-200-7960
2.	(a) Chief Engrs. Electy.	4660-150-5710-175-6410-200-6610	5360-175-7060-200-7360
	(b) Chief Controllers (Accounts)/ (Internal Audit)		
3.	(a) Superintending Engrs. (El)	4085-125-4210-150-5710-175-6235.	4460-150-4910-175-7360.
	(b) Controllers,		
	(c) Law Officer.		
4.	(a) Executive Engrs. (El./Civil).	3335-125-4210-150-5710	3960-150-4910-175-7910.
	(b) Dy. Controllers of Accounts.		
	(c) Sports Officer		
	(d) Public Relations Officer.		
5.	(a) Asst. Exe. Engrs. (El./Civil).	2335-75-2635-100-3335-125-4210-150-	2710-100-3110-125-3960-150-4910-
	(b) Accounts Officers	5260	175-6310.
	(c) Asst. Public Relations Officer		
	(d) Asst. Sports Officer		
	(e) Industrial Relation Officer.		

5. (a) Asst. Engrs. (31)/ Civil	2110-75-2635-100- 3335-125-4210-	2435-75-2510-100- 3110-125-3860-
(b) Asst. Accts. Officers	150-4360.	150-4910-175-
(c) Sr. Personal Assistants		5085.

NOTE: (i) If the designation of any category of Officers is not included in the above, the Officers shall be extended the revised scale of pay corresponding to his/her existing scale of pay.

(ii) The Asst. Engineers (Post-Graduates) shall also be extended the same scale and remuneration as given to the Asst. Engineers (Graduates).

II. Weightage at a flat rate of 16.92% of the existing Basic pay shall be allowed subject to a maximum of Rs.800/- (Rupees eight hundred).

III. Separate orders will be issued in respect of rules of fitment of pay and other allowances/benefits.

BY ORDER,

(F. B. RAMAMURTHY)
SECRETARY
K.E.B.

To:

Sri K.M. Naresimiah, Member, KEB., Bangalore.
The Chief Engineer, Electy. (General), KEB., Bangalore.
All the Chief Engineers, Electy., KEB.
The Financial Adviser & Chief Accounts Officer, KEB., B'lore.
All the Chief Controllers (Accounts)/(Internal Audit), KEB.,
The Deputy Inspector General of Police (Vigilance), KEB., B'lore.
The Managing Director, KEC Ltd., Bangalore.
The Accountant General (Audit-II), Karnataka, Bangalore.
All the Superintending Engineers (Elect), KEB.,
The Director (I.T.C.), KEB., Bangalore.
All the Controllers, KEB.

KARNATAKA ELECTRICITY BOARD

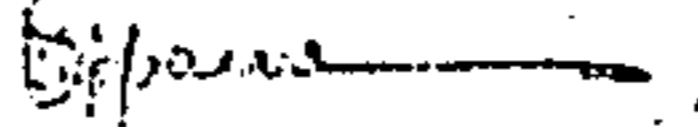
ANNEXURE-I to B.O.No. KEB/B16/2663/
94-95, DATED: 31-10-1994.

REVISED SCALES OF PAY OF OFFICERS WITH EFFECT FROM 1ST APRIL, 1993.

Sl. No.	Designation	Existing Scales of Pay in Rs.	Revised Scales of Pay in Rs.
1.	Chief Engineer, Electricity (General)	5260-150-5710-175-6410-200-6810	5960-175-7360-200-7960.
2.	(i) Chief Engineers, Electricity. (ii) Chief Controllers	X X X 4660-150-5710-175-6410-200-6610	5360-175-7060-200-7660
3.	(i) Superintending Engineers, (Elect) (ii) Controllers, (iii) Law Officer.	X X X 4085-125-4210-150-5710-175-6235	4460-150-4910-175-7360.
4.	(i) Executive Engineers, (Elect./Civil) (ii) Deputy Controllers of Accounts (iii) Sports Officer (iv) Public Relations Officer	X X X X X 3335-125-4210-150-5710	3860-150-4910-175-7010.
5.	(i) Assistant Executive Engineers (Elect./Civil) (ii) Accounts Officers (iii) Asst. Public Relations Officer (iv) Asst. Sports Officer	X X X X X 2335-75-2635-100-3335-125-4210-150-5260	2710-100-3110-125-3860-150-4910-175-6310.
6.	(i) Asst. Engineers, (Elect./Civil) (ii) Asst. Accounts Officers (iii) Senior Personal Assistants	X X X 2110-75-2635-100-3335-125-4210-150-4360	2435-75-2510-100-3110-125-3860-150-4910-175-5085.

Signature

- NOTE:
- (i) If the designation of any category of Officers is not included in the above, the Officers shall be extended the revised scale of pay corresponding to his/her existing scale of pay.
 - (ii) The Assistant Engineers (Non-Graduates) shall also be extended the same scale and remuneration as given to the Assistant Engineers (Graduates).


for Secretary,
K.E.E.

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II TO
B.O.No.KEB/816/2563/94-95
DATED: 31-10-1994

CHIEF ENGINEER, ELEC. (GENERAL)

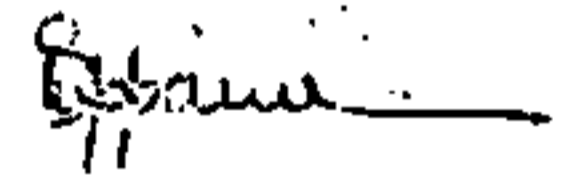
EXISTING PAY SCALE

Rs. 5260-150-5710-175-6410-
200-6810

REVISED PAY SCALE

Rs-5960-175-7350-200-7960

SL.NO.	Pay Rs.	PAY TO BE FIXED Rs.
1.	5260	6135
2.	5410	6310
3.	5560	6485
4.	5710	6660
5.	5885	6835
6.	6050	7010
7.	6235	7185
8.	6410	7360
9.	6610	7560
10.	6810	7760


for SECRETARY,
K.E.B.

0365

KARNATAKA ELECTRICITY BOARD

ANNEXURE II TO B.O. NO. KEB/
B16/2663/34-95 dt 31.10.1994.

- i) CHIEF ENGINEER, ELEC.,
ii) CHIEF CONTROLLERS

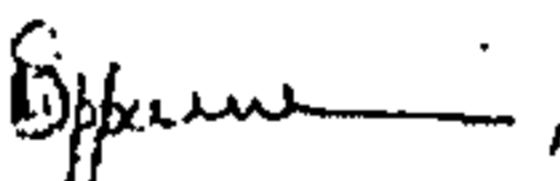
EXISTING PAY SCALE

Rs. 4660-150-5710-175-6410-
200-6610.

REVISED PAY SCALE

Rs. 5560-175-7060-200-7660.

Sl No	Pay Rs.	Pay to be fixed Rs.
1.	4660	5535
2.	4810	5710
3.	4960	5885
4.	5110	6060
5.	5250	6235
6.	5410	6235
7.	5560	6410
8.	5710	6585
9.	5860	6760
10.	6050	6935
11.	6235	7060
12.	6410	7260
13.	6610	7460


for Secretary, KEB.

0366

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II TO
B.O. NO. KEB/ELC/2682/94-95,
DATED: 31-10-1994

- i) SUPERINTENDING ENGINEERS (ELECL.),
ii) CONTROLLERS,
iii) LAW OFFICER

Sl. No.	EXISTING PAY SCALE	REVISED PAY SCALE
	Rs. 4085-125-4210-150-5710-175-6235	Rs. 4450-150-4910-175-7360
	PAY	PAY TO BE FIXED
	Rs.	Rs.
1.	4085	4910
2.	4210	5085
3.	4350	5260
4.	4510	5435
5.	4660	5610
6.	4810	5785
7.	4960	5785
8.	5110	5960
9.	5260	6135
10.	5410	6310
11.	5560	6485
12.	5710	6660
13.	5885	6835
14.	6060	7010
15.	6235	7185

D. P. ...
FOR SECRETARY,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II TO
B.M. NO. 2653/94-95,
DATED: 31-10-1994

- i) EXECUTIVE ENGINEERS (ELECTRICAL) / (CIVIL),
- ii) DEPUTY CONTROLLERS OF ACCOUNTS
- iii) STORES OFFICER
- iv) PUBLIC RELATION OFFICER


EXISTING PAY SCALE

Rs. 3335-125-4210-150-5710

REVISED PAY SCALE

Rs. 3860-150-4910-175-7010

Sl.No.	PAY Rs.	PAY TO BE FIXED Rs.
1.	3335	4010
2.	3460	4150
3.	3585	4310
4.	3710	4460
5.	3835	4610
6.	3960	4760
7.	4085	4910
8.	4210	5065
9.	4360	5250
10.	4510	5435
11.	4660	5610
12.	4810	5785
13.	4960	5965
14.	5110	6150
15.	5260	6335
16.	5410	6510
17.	5560	6685
18.	5710	6860


for SECRETARY,
K.E.B.

KARNATAKA ELECTRICITY BOARD

ANNEXURE - II TO
B.O.NO.KER/ELG/2663/94-95,
DATE: 31-10-1994

- i) ASSISTANT EXECUTIVE ENGINEERS (EL)/(CIVIL)
- ii) ACCOUNTS OFFICERS
- iii) ASSISTANT PUBLIC RELATION OFFICER
- iv) ASSISTANT SPORTS OFFICER

EXISTING PAY SCALE	REVISED PAY SCALE
Rs.2335-75-2635-100-3335-125-4210- 150-5260	Rs.2710-100-3110-125-3660- 150-490-175-6810

Sl.No.	PAY Rs.	PAY TO BE FIXED Rs.
1.	2335	2810
2.	2410	2910
3.	2485	2910
4.	2560	3010
5.	2635	3110
6.	2735	3235
7.	2835	3360
8.	2935	3485
9.	3035	3610
10.	3135	3735
11.	3235	3860
12.	3335	4010
13.	3460	4160
14.	3565	4310
15.	3710	4460
16.	3835	4610
17.	3960	4760
18.	4085	4910
19.	4210	5085
20.	4360	5260
21.	4510	5435
22.	4660	5610
23.	4810	5785
24.	4960	5785
25.	5110	5960
26.	5260	6135

[Signature]
for SECRETARY,
K.E.B.

ANNEXURE - II TO
B.O. NO. DEP/516/2663/94-95,
DATED: 31-10-1994

- i) ASSISTANT ENGINEERS (EL.) / (CIVIL),
- ii) ASSISTANT ACCOUNTS OFFICERS,
- iii) SENIOR PERSONAL ASSISTANTS

EXISTING PAY SCALE		REVISED PAY SCALE	
Rs. 2110-75-2635-100-3335-125-4210-150-4360		Rs. 2435-75-2510-100-3110-125-3860-150-4910-175-5085	
Sl. No.	PAY Rs.	PAY TO BE FIXED Rs.	
1.	2110	2510	
2.	2185	2610	
3.	2260	2710	
4.	2335	2810	
5.	2410	2910	
6.	2485	2910	
7.	2560	3010	
8.	2635	3110	
9.	2735	3235	
10.	2835	3360	
11.	2935	3465	
12.	3035	3610	
13.	3135	3735	
14.	3235	3860	
15.	3335	4010	
16.	3460	4160	
17.	3585	4310	
18.	3710	4460	
19.	3835	4610	
20.	3960	4760	
21.	4085	4910	
22.	4210	5085	
23.	4360	5260	Scale elongated.

[Signature]
for SECRETARY,
K.E.B.,

KARNATAKA ELECTRICITY BOARD

No. KEB/B16/1921/90-91

Encl : As in the letter.
(Four Pages)

Board Secretariat,
'Cauvery Bhavan',
Bangalore-560 009.
Dated : 30.6.1994.

All Superintending Engineers (El.),
Karnataka Electricity Board,

All Executive Engineers (El.),
Karnataka Electricity Board,

Sirs,

Sub : Amendment of Regulation 36-B & 36-C of
KEBESRs - fixation of pay - clarification - Reg.
Ref : Board Notification No. KEB/B16/1921/90-91
dated 16.1.1993.

Consequent to issue of Board notification dated 16.1.1993 mentioned under reference amending Regulations 36-B & 36-C of KEBESRs, some of the drawing officers are seeking clarifications as to the mode of fixation of pay in certain cases. Hence, the doubts expressed by them in different cases are clarified in the form of illustrations annexed to this letter which may please be perused and the cases of similar types may be reviewed/disposed of accordingly.

Yours faithfully,

SECRETARY,
K.E.B.

0371

KARNATAKA ELECTRICITY BOARD

Annexure to Board Letter No. KEB/B16/1921/90-91
dated 30.6.1994.

ILLUSTRATION - I :

A Junior Assistant appointed as Assistant in Grade Rs. 1300-3535 either through open competition or as in service candidate against direct recruitment quota during the year 1990.

Other details :

- 1) Pay drawn, Rs. 1450.00 w.e.f. 1.10.90 in Grade Rs. 1145-25-1270-30-1450-50-1750-60-2110-75-2860.
- 2) Date of subsequent Annual Increment as Junior Asst. with effect from 1.10.1991.
- 3) Reported as Assistant 23.12.1990 in Grade Rs. 1300-30-1450-50-1750-60-2110-75-2635-100-3535.
- 4) Probationary period one year.

Method of pay fixations to be followed :

Pay to be fixed at Rs. 1500/- w.e.f. 23.12.90 in Grade Rs. 1300-3535.

Pay to be refixed @ Rs. 1550/- w.e.f. 1.10.1991 - do -
Rs. 1600/- w.e.f. 1.10.1992 - do -

Note :

- 1) Date of next increment in 1.10.93. Further increments to be regulated as per rules from time to time.
- 2) In case, the probationary period of any employee is declared during the extended period of probation, the fixation may be done notionally and the monetary benefit be allowed from the date of successful completion of such probationary period.

ILLUSTRATION - II :

An O.A. Grade - II appointed as Draftary in Grade Rs. 355 - Rs. 690 as in service candidate against direct recruitment quota during the year 1980.

Other details :

Pay drawn Rs. 320/- in Grade Rs. 310-5-320-10-370-15-475-20-555 as O.A. Grade - II.

Method of Pay Fixation :

His pay has to be fixed at Rs. 355/- from the date of his report as Daftary in Grade Rs. 355 - 690. But the question of extending either minimum or one increment less than the minimum of the appointed scale is pending before the High Court of Karnataka. Hence till such time the case which is pending before the High Court is disposed of the employees who have been appointed in between 18.3.1977 and 31.3.1985 and who are drawing less than one increment (of the appointed scale) in the lower cadre may be allowed the pay less one initial increment of the appointed

scale. In the instant case, the employee may be temporarily allowed pay of Rs. 340/- as on the date of appointment as Daftary. Pay may be brought on the minimum of the time scale of Daftary on the date of successful completion of the probationary period as Daftary.

ILLUSTRATION - III :

An Assistant Linemen appointed as Assistant in Grade Rs. 470 - 980 either through open competition or as in service candidate against direct recruitment quota during June 1979.

Other details :

Pay drawn in the capacity of Ast. Linemen is Rs. 330/- w.e.f. 1.2.1979 in Grade Rs. 300-5-320-10-360-15-465.

Method of Pay fixation :

For the same reasons stated as at Illustration - II, the pay may fixed/temporarily at Rs. 450/- w.e.f. 15.6.79 (i.e., date of report as Assistant) in scale of Rs. 470-20-530-25-630-30-780-50-980.

ILLUSTRATION - IV :

A Linemen appointed as Overseer as in service candidate against direct recruitment quota during the year 1982.

Other details :

1) Pay drawn is Rs. 530/- w.e.f. 1.4.1982 in Grade Rs. 370-15-430-20-530-25-630-30-750 (the employee was drawing the Scale

recruitment or by way of transfer as Asst. Engineer (El.):

4) Probationary period one year.

Method of Pay fixation to be followed :

Pay to be fixed at Rs 1960/- w.e.f. 9.10.1986 in grade of Rs. 1420-60-1660-75-2035-100-2535-125-2785.

Pay to be refixed at Rs. 2035/- w.e.f. 1.9.87 in grade of Rs. 1420-60-1660-75-2035-100-2535-125-2785..

Note.:

- (i) Date of next increment 1.9.1988. Further increments to be regulated as per rules from time to time.
- (ii) In respect of JE who have transferred to the cadre of AE against direct recruitment quota in accordance with B.O. No. KEB/B16/4739/80-81 dated 26.7.1986, it may be ensured that the pay as JE before fixing the pay in the scale of AE shall be the pay less the advance increments if any sanctioned to them for having acquired BE qualification.

ILLUSTRATION - V :

A Junior Assistant appointed as Assistant in Grade of Rs. 860 - 1960 as in service candidate against direct recruitment quota.

Other Details :

- 1) Pay drawn Rs. 1360/- w.e.f. 1.4.1987 in Grade Rs. 755-20-835-25-960-30-1110-50-1360-60-1720.
- 2) Date of Subsequent increment as Junior Assistant 1.4.1988.
- 3) Reported as Assistant on 24.9.1987.
- 4) Probationary period one year.

Method of Pay fixation to be followed :

Pay to be fixed at Rs. 1420/- w.e.f. 24.9.1987 in Gr. Rs. 860-25-960-30-1110-50-1360-60-1660-75-2110.

Pay to be refixed at Rs. 1480/- w.e.f. 1.4.1988 in Gr. Rs. 860-25-960-30-1110-50-1360-60-1660-75-2110.

Date of next increment 1.4.1989.

Asst. Secretary (Per)
KEB, Bangalore.

Karnataka Electricity Board

READ:

1. Board Order No. KEB/B16/2651/94-95 Dated 26.4.1994 approving revision of pay scales w.e.f. 1.4.1993 IN RESPECT OF WORKMEN.
2. Board Order No. KEB/B16/2663/94-95 Dated 22.10.1994 approving the pay scales of Group A & B Officers.
3. Board Order No. KEB/B16/2663/94-95 Dated 31.10.1994 approving rules of fitment of pay and other allowances of Group A & B Officers with effect from 1.4.1993.
4. Letter No. KEBEU/3759-63/96 Dated 2.12.1994 from the KEB Employees' Union requesting for allowing the workmen to opt either for the Wage fitment Formula applicable to workmen as per Board Order Dated 26.4.1994 or to the weightage formula applicable to Group A & B Officers as per Board Order dated 31.10.1994.
5. U.O. Note No. 1646 Dated 16.3.1996 from the Financial Adviser and Chief Accounts Officer in KEB in the matter.
6. Board Secretariat Note dated 17.3.1996 in the matter.

**ORDER NO. KEB/B16/2651/94-95
BANGALORE, DATED : 18.3.1996**

After considering all aspects of the matter, approval is accorded for the following :

To Allow the workmen to exercise option to the Wage Fitment Formula applicable to them as per Clause III-A-(a) & (b) of Board Order No.KEB/B16/2651/94-95 Dated : 26.4.1994 for fixation of pay in the pay scales given in Annexure-I of the said Board Order.

OR

To The weightage formula applicable to Group A & B Officers given in Clause 3 of Board Order No.KEB/B16/2663/94-95 Dated 31.10.1994.

Whichever is beneficial/advantageous to them.

The Pay of the workmen shall be fitted in the respective scales after allowing weightage etc., as opted by them with effect from 1.4.1993.

The option once exercised shall be final.

The workmen who desire to opt to the fitment formula as stated above shall do so within a period of THREE MONTHS from 1.4.1996.

Separate orders will be issued with regard to payment of arrears of pay and allowances that may become due on account of the re-fixation of pay under this order.

By Order,
Secretary, K.E.B.

ಕರ್ನಾಟಕ ವಿದ್ಯುಚ್ಛಕ್ತಿ ಮಂಡಳಿ

ಕ್ರಮಸಂಖ್ಯೆ : ಬಿ 16:5816 : 82-83 (ಎಫ್)

ಮಂಡಳಿ ಕಾರ್ಯಾಲಯ,
ಕಾವೇರಿ ಭವನ,
ಬೆಂಗಳೂರು-560 009

ಪ್ರಧಾನ ಇಂಜಿನಿಯರ್, ವಿದ್ಯುಚ್ಛಕ್ತಿ,
ಕರ್ನಾಟಕ ವಿದ್ಯುಚ್ಛಕ್ತಿ ಮಂಡಳಿ,
ಬೆಂಗಳೂರು

04.12.1993

ಮಾನ್ಯರೆ,

ವಿಷಯ :- ಹಿರಿಯ ಸಹಾಯಕರ ಹುದ್ದೆಯಲ್ಲಿ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ವೇತನವನ್ನು ಪಡೆಯುತ್ತಿರುವ ಮಂಡಳಿಯ ನೌಕರರಿಗೆ ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಮಂ : ಬಿ16 : 5816 : 82-83 ದಿನಾಂಕ 24.6.1982 ಮತ್ತು ದಿನಾಂಕ 7.9.82ರ ಪ್ರಕಾರ ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸುವ ಬಗ್ಗೆ ಸ್ಪಷ್ಟೀಕರಣ.

ಉಲ್ಲೇಖ :-1) ನಿಮ್ಮ ಪತ್ರ ಸಂಖ್ಯೆ : ಎ.ಎ.ಬಿ.ಇ : ಎಎಬಿ2 : ಇಎ5 : 3745 ದಿನಾಂಕ 2.7.1993

2) ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕ.ವಿ ಮಂಡಳಿ ನೌಕರರ ಸಂಘ (ನೋಂ. ಸಂಖ್ಯೆ 659) ಇವರ ಪತ್ರ ಸಂಖ್ಯೆ ಕವಿಮಂ ನೌಸಂ 3106:93 ದಿನಾಂಕ 9.11.93

ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ಈ ಮೂಲಕ ತಿಳಿಸಬಯಸುವುದೇನೆಂದರೆ, ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಮಂ : ಬಿ16 : 5816 : 82-83 ದಿನಾಂಕ 24.6.1982 ರ ಆದೇಶದ ಪ್ರಕಾರ 5 ರಡಿಯಲ್ಲಿರುವ ಟಿಪ್ಪಣಿ ಮತ್ತು ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಮಂ:ಬಿ16 : 5816 : 82-83 ದಿನಾಂಕ 7.9.92 ರ ಆದೇಶದ ಪ್ರಕಾರ 9 (ಎ) ದ ಪ್ರಕಾರ, ಮಂಡಳಿಯ ನೌಕರರು, ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ಪಡೆಯಲು ಅರ್ಹತೆಯನ್ನು ಪಡೆದಾಗ ತಮ್ಮ ವೇತನವನ್ನು ತಾವು ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಗೆ ಅರ್ಹರಾದ ದಿನಾಂಕದಂದೇ ನಿಗದಿಪಡಿಸಬೇಕೆ? ಅಥವಾ 'ಯಾವುದೇ ತರುವಾಯದ' ಇನ್ ಕ್ರಿಮೆಂಟಿನ ದಿನಾಂಕದಂದು ನಿಗದಿಪಡಿಸಬೇಕೆ? ಎಂಬುದರ ಬಗ್ಗೆ ತಮ್ಮ ಇಚ್ಛೆಯನ್ನು ವ್ಯಕ್ತಪಡಿಸಲು ಅವಕಾಶ ವಿರುತ್ತದೆ. ಉಲ್ಲೇಖ (1) ರಲ್ಲಿರುವ ನಿಮ್ಮ ಪತ್ರವನ್ನು ಅವಲೋಕಿಸಿದಾಗ, ಮುನಿರಾಬಾದ್ ವೃತ್ತದಲ್ಲಿ ಕೆಲಸ ಮಾಡುತ್ತಿರುವ ಕೆಲವು ಹಿರಿಯ ಸಹಾಯಕರು, ರೂ. 1550.4085 ರ ವೇತನ ಶ್ರೇಣಿ

ಯಲ್ಲಿ ದಿನಾಂಕ 1.4.1992 ರಿಂದ ಗರಿಷ್ಠ ವೇತನ ರೂ. 4085ನ್ನು ಪಡೆಯುತ್ತಿರುವುದು, 92ರ ಜುಲೈ ತಿಂಗಳಿನಲ್ಲಿ ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಮಂ : ಬಿ16 : 5816 : 82-83 ದಿನಾಂಕ 24.6.1982 ರ ಆದೇಶದ ಪ್ರಕಾರ ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ಪಡೆಯಲು ಅರ್ಹರಾಗಿರುವುದು ಹಾಗೂ ಇದೇ ಆದೇಶದ ಪ್ಯಾರ 5 ರಡಿಯಲ್ಲಿರುವ ಟಿಪ್ಪಣಿಯ ಪ್ರಕಾರ ಹಿರಿಯ ಸಹಾಯಕರ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿಯೇ ದಿನಾಂಕ 1.4.1993 ರವರೆಗೆ ಮುಂದುವರೆದು (ಅಂದರೆ ಅವರು 1.4.1993 ರಂದು ಪಡೆಯುವ ಎಲಾಂಗೇಷನ್ ಇನ್‌ಕ್ರಿಮೆಂಟಿನವರೆಗೆ) ದಿನಾಂಕ 1-4-1993 ರಂದು ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸುವಂತೆ ಇಚ್ಛೆ ವ್ಯಕ್ತಪಡಿಸಿರುವುದು ಕಂಡು ಬರುತ್ತದೆ. ಮಂಡಳಿಯ ದಿನಾಂಕ 24.6.1982 ರ ಆದೇಶದ ಪ್ಯಾರ 5 ರಡಿಯಲ್ಲಿರುವ ಟಿಪ್ಪಣಿ ಮತ್ತು 7.9.1982 ರ ಆದೇಶದ ಪ್ಯಾರಾ 9 (ಎ) ರಲ್ಲಿ ತಿಳಿಸಿರುವ ಮುಂದಿನ ಅಥವಾ 'ಯಾವುದೇ ತರುವಾಯದ' ಇನ್‌ಕ್ರಿಮೆಂಟ್ ಎಂಬ ಪದಗಳು ಎಲಾಂಗೇಷನ್ ಇನ್‌ಕ್ರಿಮೆಂಟ್ ಮತ್ತು ಸ್ಟಾಬ್ಲಿಟಿ ಇನ್‌ಕ್ರಿಮೆಂಟ್ ಗಳಿಗೂ ಅನ್ವಯ ವಾಗುತ್ತದೆ. ಆದ್ದರಿಂದ ಮುನಿರಾಬಾದ್ ವೃತ್ತದಲ್ಲಿ ಸೇವೆ ಸಲ್ಲಿಸುತ್ತಿರುವ ಹಿರಿಯ ಸಹಾಯಕರು ಅವರು ಇಚ್ಛೆ ವ್ಯಕ್ತಪಡಿಸುವಂತೆ, ಹಿರಿಯ ಸಹಾಯಕರ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿಯೇ ದಿನಾಂಕ 1.4.1993 ರವರೆಗೆ ಮುಂದುವರಿಸಲು ಅವಕಾಶ ಮಾಡಿಕೊಡಬಹುದೆಂದೂ ಮತ್ತು ದಿನಾಂಕ 1.4.1993 ರಂದು ಅವರಿಗೆ ಎಲಾಂಗೇಷನ್ ಇನ್‌ಕ್ರಿಮೆಂಟ್‌ನ ಮಂಜೂರು ಮಾಡಿದ ನಂತರ ಅವರ ವೇತನವನ್ನು ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ನಿಗದಿಪಡಿಸುವಂತೆಯೂ ಈ ಮೂಲಕ ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ನೀಡಲಾಗಿದೆ.

ಮೇಲೆ ತಿಳಿಸಿರುವ ಸ್ಪಷ್ಟೀಕರಣ ಎಲ್ಲಾ ಹುದ್ದೆಗಳಲ್ಲಿ ಸೇವೆ ಸಲ್ಲಿಸುತ್ತಿರುವ ನೌಕರರಿಗೂ ಅನ್ವಯ ವಾಗುತ್ತದೆ. ಇದೇ ರೀತಿ ಇತರ ಹುದ್ದೆಗಳಲ್ಲಿ ಕೆಲಸ ಮಾಡುತ್ತಿದ್ದ ನೌಕರರು (ಸಹಾಯಕ ಇಂಜಿನಿಯರ್, ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ ಮತ್ತು ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹುದ್ದೆಗಳೂ ಸೇರಿ) ಈ ಹಿಂದೆ ತಾವು ಎಲಾಂಗೇಷನ್ ಇನ್‌ಕ್ರಿಮೆಂಟ್ ಪಡೆಯುವ ದಿನಾಂಕಕ್ಕೆ ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ತಮ್ಮ ವೇತನ ನಿಗದಿಪಡಿಸಲು ದಿನಾಂಕ 24.6.82 ರ ಆದೇಶದ ಪ್ಯಾರಾ 5 ರಡಿಯಲ್ಲಿರುವ ಟಿಪ್ಪಣಿ ಮತ್ತು 7.9.1982 ರ ಆದೇಶದ ಪ್ಯಾರಾ 9 (ಎ) ದ ಪ್ರಕಾರ ಇಚ್ಛೆ ವ್ಯಕ್ತಪಡಿಸಿದಾಗ ಆದು ನಿರಾಕರಿಸಲ್ಪಟ್ಟಲ್ಲಿ, ಅಂತಹ ವಿಷಯಗಳನ್ನು ಮರುಪರಿಶೀಲನೆ ಮಾಡಿ ನೌಕರರಿಗೆ ಅವರು ಮೇಲಿನಂತೆ ಇಚ್ಛೆ ವ್ಯಕ್ತಪಡಿಸಿದ ದಿನಾಂಕದಿಂದಲೇ ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸಬಹುದು. ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿಯ ಸಾಲಭ್ಯವನ್ನು ವಿಸ್ತರಿಸುವಾಗ, ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ ಕವಿಮಂ : ಬಿ16 : 5816 : 82-83 ದಿನಾಂಕ 24.6.82 ಮತ್ತು 7.9.82ರ ಆದೇಶಗಳಲ್ಲಿ ತಿಳಿಸಿರುವ ಇತರ ಷರತ್ತುಗಳನ್ನು ಕಟ್ಟುನಿಟ್ಟಾಗಿ ಪಾಲಿಸಬೇಕು.

ತಮ್ಮ ವಿಶ್ವಾಸಿ,

ಕಾರ್ಯದರ್ಶಿ, ಕ.ವಿ.ಮಂ.

KARNATAKA ELECTRICITY BOARD

READ :

- 1) Board Order No. KEB/B16/2663/94-95, dated 22.10.1994 and 31.10.1994 revising the pay scales and other allied matters in respect of Officers of KEB with effect from 1.4.1993.
- 2) Board Secretariat Note Dated 19.11.1994.

Order No. KEB/B16/2663/94-95,
BANGALORE, dated 28.11.1994

Board is pleased to accord approval for the following :

- (i) To fix the pay of probationary officers who were recruited prior to 1.4.1993 and who were still on probation as on 1.4.1993 in the revised pay scales sanctioned vide Board Order No. KEB/B16/2663/94-95, dated 22.10.1994 and 31.10.1994 duly allowing the weightage benefit as provided under para - 3 of the said Board Order dated 31.10.1994 on the similar lines allowed to the probationary officers in the earlier revision of pay scales of 1.4.1976, 1.4.1980, 1.4.1985 and 1.4.1989. The pay so fixed on the lines stated above shall remain constant during the period of probation/extended period of probation.
- (ii) To refix the pay of the probationary officers who were recruited prior to 1.4.1993 and have successfully completed

the period of probation after 1.4.1993 but before 31.3.1994 in the revised pay scales sanctioned vide Board Order No. KEB/B16/2663/94-95, dated 22.10.1994 and 31.10.1994 duly allowing the weightage benefit as provided under para - 3 of the said Board Order dated 31.10.1994. However, subsequent increment in such cases shall be allowed a year after such re-fixation, if they are otherwise eligible.

BY ORDER,

SECRETARY,
K.E.B.

KARNATAKA ELECTRICITY BOARD

No.KEB/B16/2663/94-95 (IV)

Board Secretariat,
'Cauvery Bhavan'
Bangalore - 560 009.
Dated : 04-01-1995

To :
The Chief Controller of Accounts,
(Internal Audit), K.E.B.,
Bangalore - 9.

The Executive Engineer (El.),
O & M Division, K.E.B.,
Raichur.

Sirs,

Sub : Revision of Pay Scales of the Officers and work-
man of the Board w.e.f. 1-4-1993 - Fixation of
Pay in respect of Asst. Engineer (El.) (Non-
Graduates) and Senior Assts. who have been
moved on to next higher time scale - clarifica-
tion - regarding.

Ref : 1) B.O.No. KEB/B16/2651/94-95 dated 26-4-94
revising the pay scales of the workmen.

2) B.O.No. KEB/B16/2663/94-95 dated 31-10-
94 revising the pay scales of the Officers.

- 3) U.O. Note No. CCA(I/A)/DCA/AAO2/138 dated 22-11-94 of the CCA (C/A), KEB, Bangalore, requesting clarification regarding whether the fixation in respect of AE (Non-Graduates) has to be made on par with AE (Graduates) in accordance with B.O. dated 31-10-94.
- 4) Letter No. F24/EEE/AO/AAO1/EA(G)/94-95/7932-34 dated 25-11-1994 of the EEE, O & M. Dvn., KEB., Raicur, requesting clarification regarding whether the fixation in respect of Sr. Assts. who have moved on to next higher time scale (i.e. the scale of AAO) has to be made either with the weightage & pay fixation formula in accordance with the B.O. dated 26-4-94 or 31-10-94.

Adverting to the subject cited under reference, I am to state that the Board has examined the matter in the light of the settlement dated 26-4-94 reached the management and the KEB Employees' Union (Reg. No. 659) and B.Os. dated 26-4-1994/31-10-1994 referred above with regard to the pay scales and other allied matters and wish to clarify that the pay of AE (Non-Graduates) has to be fixed duly allowing the scale made applicable to AE (Graduates), besides extending the weightage of 16.92% as per the provisions of B.O. dated 31-10-94.

Further in respect of Sr. Assts. who have moved to next higher time scale, their pay has to be fixed in higher scale (i.e., in the scale of AAO) allowing only the benefit of weightage and mode of fixation as envisaged in Para III of the B.O. dated 26-4-1994. But

scuh Senior Assts. are not entitled for the weightage benefit of 16.92% of pay made available to officers in B.O. dated 31-10-1994. Similarly the cases of JEs and Jr. Personal Assts. who have moved on to the next higher time scale, are entitled to the mode of fixation similar to the one clarified above in respect of Senior Assts.

The cases of the above nature may be reviewed in the light of the above clarification.

Yours faithfully,

Secretary,
K.E.B.

KARNATAKA ELECTRICITY BOARD

No. KEB/B16/2031/83-84 II

Board Secretariat,
'Cauvery Bhavan',
Bangalore - 560 009.
DATED : 26-9-1996.

C I R C U L A R

Cases for re-fixation of pay/revocation of option and other claims of employees are being referred to Board - seeking approval after a lapse of several years for such re-fixation of pay/Revocation of option etc., retrospectively. To quote an instance recently, a case of one Sri Sanjeevaiah, Ch.No. 2779 who was absorbed into maintenance cadre as - skilled labourer with effect from 26-5-1968 and categorised under Transport as Cleaner with effect from 3-4-1969 and - presently working as driver Grade-II in Research Division, has been referred to the Board for according approval to re-fix his pay with effect from 3-4-1969 and onwards, on the ground that the application of rules leading to the correct fixation of pay has not been done properly at that time etc., As a precedent, citing to other cases have been made by the Chief Engineer, Electricity, Bangalore Zone, in support of the claim put forth by Sri Sanjeevaiah.

In this connection, the Board would like to emphasize that the 'Law of Limitation' is required to be applied in respect of all such claims on the similar lines of 'Three years limitation' normally applied for the recovery of money commencing from the date it became due, to prevent such belated claims from being sent to Board for approval.

Hence, all the Controlling/Drawing Officers are - instructed to refrain from sending such proposals of fixation/re-fixation of pay which are over three years old to the Board for approval. Violation of above instructions will be viewed seriously and the concerned Controlling/Drawing officer will be personally held responsible for the lapse.

BY ORDER

SECRETARY, K.E.B.

KARNATAKA ELECTRICITY BOARD

READ :

1. B.O. No. KEB/B16/BPO-7/76-77 dated 21-10-1980 adopting the G.O. No. FD 52 SRP 79 dated 31-10-1979 in the matter of granting three biennial stagnation increments to Non-workmen (officers).
2. B.O. No. KEB/B16/BPO-7/76-77 dated 5-5-1986 adopting the G.O. No. FD 63 SRP 84 dated 19-1-1985 in the matter of granting the third stagnation increment a year after the date of sanction of second stagnation increment to the Non-workmen (officers).
3. B.O. No. KEB/B16/2663/94-95 dated 31-10-1994 according approval to revise the pay scales of the officers of KEB & other allied matters with effect from 1-4-1993.
4. Govt. Order No. FD 3 SRP 96 dated 18-3-1996 in the matter of granting "Stagnation Increments" to Government Servants with effect from 1-4-1996.
5. Board Secretariat Note dated 19-4-1996.
6. U.O. Note No. 7 dated 18-5-1996 of the FA & CAO, KEB, Bangalore, in the matter.

BOARD ORDER No. KEB/B16/2663/94-95 (III),

BANGALORE, DATED : 17-6-1996.

1. The Board has reviewed the existing system of grant of stagnation increments to the officers of the Board in view of stagnation faced by them. Accordingly the Board is now pleased to accord approval for the following in supersession of the existing orders read at 1 & 2 above leading to the grant of stagnation increments to the "Officers".
 - i). The officers of KEB who draw pay in the time scale of pay which carry annual rate of increment and who have reached or who reach the maximum of the scale of pay applicable to them may be granted five stagnation increments annually at the rate of increment last drawn and such increments should be treated as part of "PAY" for all purposes;
 - ii) The first stagnation increment may be granted from the date immediately following the completion of one year from the date of reaching the maximum of pay scales or with effect from 1-4-1996 whichever is later and the subsequent stagnation increments shall accrue every year thereafter;

- iii) The total number of the stagnation increments in the entire service inclusive of the stagnation increments already sanctioned prior to 1-4-1996 shall be limited to five only;

The grant of above stagnation increments are applicable only to those officers who hold the pay scales of Accounts Officers and other equivalent cadres and above on Ministerial side AND Asst. Executive Engineers (El.) & other equivalent cadres and above on Executive side including those Asst. Accounts Officers and Asst. Engineers (El.) and other equivalent cadres who have reached the maximum of the time scale of Accounts Officers / Asst. Executive Engineers (El.).

2. The grant of stagnation increment shall be subject to the following conditions:-

- i). An officer should have satisfactory record of service and he should otherwise be eligible for normal increments in the time scale of pay, but for reaching the maximum of the scale;
- ii). The satisfactory nature of service for the purpose of stagnation increments shall be determined in the same manner as suitability for promotion is determined. While determining the satisfactory nature of service, the fact that whether he has passed the departmental examinations, if any, prescribed for promotion to the next higher post, need not be taken into account;

3. The benefit of stagnation increments will not be admissible to an officer who forgoes his promotion voluntarily or who after his promotion seeks reversion on his own accord to the lower post held by him before his promotion.

4. The regulation of stagnation increments in respect of officers who have been granted I, II or III stagnation increment prior to 1-4-1996 shall be as follows :-

"An officer who is allowed the I, II or III stagnation increment prior to 1-4-1996 may be granted II, III or IV stagnation increment on completion of one year from the date of sanction of the I, II or III stagnation increment as the case may be or from 1-4-1996 whichever is later. The subsequent stagnation increment may be allowed on completion of one year."

BY ORDER

SECRETARY, K.E.B.

ಗ್ರಾಮ : ಕೆ.ಆ.ಬೋರ್ಡ್
 ಟೆಲೆಫನ್ : 854-2435 ಕೆ.ಆ.ಬಿ.ಇನ್.
 ಫ್ಯಾಕ್ಸ್ : 091-080-2278803



ಕಛೇರಿ : 2212343
 ಮನೆ : 3335933

ಕರ್ನಾಟಕ ವಿದ್ಯುಚ್ಛಕ್ತಿ ಮಂಡಳಿ

ಯುಟಿ : ಕವಿಮಂ:ಬಿ16:1950:90-91:2

ಮಂಡಳಿ ಕಾರ್ಯಾಲಯ
 'ಕಾವೇರಿ ಭವನ',
 ಬೆಂಗಳೂರು - 560 009.

ದಿನಾಂಕ: 13 MAY 1999

ಸುತ್ತೋಲೆ

ಮಂಡಳಿ ನಾಕರರಿಗೆ ಶೇ.ಕೂ. 16.92 ರಂತೆ ವೈಜ್ಞಾನಿಕ ಒಪ್ಪಂದದ ಮೂಲಕ
 ದಿನಾಂಕ: 1-4-93 ರ ಮೂಲದಿಂದ ಶ್ರೀನಿವಾಸ ವೇತನ ಸಾಬ್ಬವನ್ನು ನಿಗದಿ
 ಗೊಳಿಸಿಕೊಳ್ಳಲು ಅರ್ಜಿ ನಾಕರರಿಂದ ಮೂರು ತಿಂಗಳ ಅವಧಿ ಒಳಗೆ ಐಚ್ಛಿಕ ಪತ್ರವನ್ನು
 ಪಡೆದುಕೊಂಡು ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ : ಕವಿಮಂ:ಬಿ-16:2651:94-95 ದಿನಾಂಕ:
 18-03-1996 ರಲ್ಲಿ ಆದೇಶಿಸಲಾಗಿತ್ತು.

ನದಿ ಸಾಬ್ಬವನ್ನು ಪಡೆದುಕೊಳ್ಳುವಲ್ಲಿ ನಾಕರರು ತಡವಾಗಿ ಐಚ್ಛಿಕ ಪತ್ರಗಳನ್ನು
 ಸಲ್ಲಿಸಿ, ಮಂಡಳಿಯ ಅನುಮೋದನೆಯನ್ನು ಕೋರಿರುವ ಹಲವು ಪ್ರಕರಣಗಳನ್ನು ಪರಿಶೀಲಿಸಿ,
 ಐಚ್ಛಿಕ ಪತ್ರವನ್ನು ಮೂರು ತಿಂಗಳ ಅವಧಿಗಳಲ್ಲಿ ಸಲ್ಲಿಸದೇಕೆಂಬ ಫರತ್ತನ್ನು ನಡೆಸಲಾಗಿಸಿ,
 ವೇತನವನ್ನು ನಿಗದಿಪಡಿಸುವ ಅಧಿಕಾರಿಗಳು ಪ್ರಸ್ತಾವನೆಗಳನ್ನು ಅಂತರಿಕ ತನಿಖೆ ಅಧಿಕಾರಿಗಳಿಂದ
 ಪರಿಶೀಲಿಸಿ ಬೃತ್ತಿಲಕರಿಸಿದ ನಂತರ ವೇತನ ಮನರೂಪಿಗೊಳಿಸಬೇಕೆಂದು ತಿಳಿಸಿದೆ.

(Signature)
 ಕಾರ್ಯದರ್ಶಿ, 13.5.99
 ಕವಿಮಂ.

- 1) ಪ್ರಧಾನ ಇಂಜಿನಿಯರ್(ಎ), ಕವಿಮಂ, ಬೆಂಗಳೂರು
- 2) ಮುಖ್ಯ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಮಂ, ಬೆಂಗಳೂರು
- 3) ಎಲ್ಲ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್‌ಗಳು(ಎ), ಕವಿಮಂ:ಮುಖ್ಯ ಕಾನೂನು ಅಧಿಕಾರಿ ಕವಿಮಂ,
ಬೆಂಗಳೂರು
- 4) ಮುಖ್ಯ ಔದ್ಯಮಿಕ ಬಾಂಧವ್ಯ ಅಧಿಕಾರಿ, ಕವಿಮಂ, ಬೆಂಗಳೂರು
- 5) ಮುಖ್ಯ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಅಂತರಿಕ ಪರಿಶೀಲನೆ:ಲೆಕ್ಕಗಳು, ಕವಿಮಂ, ಬೆಂಗಳೂರು
- 6) ಇನ್ಸ್ಪೆಕ್ಟರ್ ಜನರಲ್ ಆಫ್ ಮೋಟಾರ್(ಜಾಗೃತದಳ), ಕವಿಮಂ, ಬೆಂಗಳೂರು
- 7) ಎಲ್ಲ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಮಂ:ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರುಗಳು(ಎ), ಕವಿಮಂ
- 8) ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರುಗಳು(ಎ), ಕವಿಮಂ:ಎಲ್ಲಾ ಉಪಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿ
ಗಳು, ಕವಿಮಂ
- 9) ಪ್ರಾಂಶುಪಾಲರು, ತರಬೇತಿ ಕೇಂದ್ರ, ಕವಿಮಂ, ಬೆಂಗಳೂರು:ನಿರ್ದೇಶಕರು,ನ.ಶ.ಸಿ, ಕವಿಮಂ
ಬೆಂಗಳೂರು.
- 10) ಎಲ್ಲಾ ತತ್ಸಾಧಿಕಾರಿಗಳು, ಕವಿಮಂ :ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ಮಂಡಳಿ ಕಾರ್ಯಾಲಯ,
ಕವಿಮಂ, ಬೆಂಗಳೂರು.
- 11) ಅಧೀಕ್ಷಕ ಅರ್ಥಿಕ ನಡವಳು:ನಡವಳು(ಬಿ):ನಡವಳು(ಪ್ರ):ಕಾರ್ಯದರ್ಶಿ:
ಅಧಿಕ ಕಾರ್ಯದರ್ಶಿಯವರ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಯವರಿಗೆ, ಕವಿಮಂ, ಬೆಂಗಳೂರು.
- 12) ನಿಯಮ ಕಡತಕ್ಕೆ.

KARNATAKA ELECTRICITY BOARD

READ:

1. Board Order No MSEB/A1/6435/69-70 dated 15/1/1970 revising the pay scales of the employees of the Board with effect from 1/4/1969.
2. Board Order No. KEB/BPO5/76-77 dated 12/3/1977 revising the pay scales of the employees of the Board with effect from 1/4/1976.
3. Board Order No.KEB/B16/5624/79-80 dated 3/1/1981 revising the pay scales of the workmen of the Board with effect from 1/4/1980.
4. Board Order No KEB/B16/4088/84-85 dated 31/1/1986 revising the pay scales of workmen of the Board with effect from 1/4/1985.
5. Board Order No KEB/B16/3888/89-90 dated 12/4/1990 revising the pay scales of workmen of the Board with effect from 1/4/1989.
6. Board Order No KEB/B16/2651/94-95 dated 26/4/1994 revising the pay scales of workmen of the Board with effect from 1/4/1993.
7. Letter No.KEB/U/153-8/95 dated 26/2/1998 from the General Secretary, KEB Employees' Union (Reg.No.659) submitting a Charter of Demands requesting to revise the pay scales and other allowances, etc., with effect from 1/4/1998.
8. Board Resolution No. EM-670 / 19150 / 98-99 dated 30 / 11 / 1998.
9. Memorandum of Settlement dated 06 / 02 / 1999 entered into between the Management of KEB and the KEB Employees Union (Reg.No.659) regarding the revision of pay scales of workmen and other allied matters with effect from 1/4/1998.

Board Order No. KEB / B16/ 3589 / 98-99

Bangalore; Dated: 06th February, 1999.

Board is pleased to approve the revision of pay scales as specified in ANNEXURE-I appended to this order in respect of workmen who have been appointed to various posts against direct recruitment, by absorption and by promotion subject to the following conditions;

DATE OF EFFECT:

The revised pay scales shall come into force from 1/4/1998 for all workmen. These pay scales shall not apply to Part-Time Workers, Contract Workers, Casual Labourers, Probationary Mazdoors appointed on daily wage/monthly remuneration or consolidated wage basis.

II. ELONGATION OF TIME SCALES:

If a workman reaches the maximum of the time scale during the period of Memorandum of Settlement dated:06/02/1999, his/her scale shall be elongated in respect of that workman as purely personal to him/her till the date of signing of the next Memorandum of Settlement subject to the condition that the elongation of the scale in respect of Junior Engineers and Assistant Engineers (Non-Graduates) shall be limited to the maximum of the time scale of the Assistant Executive Engineers.

III. PAY FIXATION AND SERVICE WEIGHTAGE:

A. The pay of the workmen shall be fixed in the corresponding revised scale of pay with effect from 01/04/1998 in the following manner:-

To the 'Existing Basic Pay' (Existing Basic Pay shall be arrived at after taking into account the annual increment due, if any, and elongation increment/stagnation increment due as on 01/04/1998 in the pre-revised scale, including personal pay, if any) ADD THE FOLLOWING;

(a) The component of Dearness Allowance at 1510 points AICPI (Base 1960=100) on the existing Basic pay.

Note:

The component of Dearness Allowance shall be at the following rates.

	PAY STAGE	RATE OF DA
i)	Upto Basic Pay of Rs.3500/- per month	138% of the Basic Pay
ii)	Basic Pay of Rs.3501/- to Rs.6000/- per month	104% of the Basic Pay subject to a minimum of Rs.4830/-
iii)	Basic Pay of Rs.6000/- and above per month	90% of the Basic Pay subject to a minimum of Rs.6240/-

(b) 40% of Pre-revised Basic Pay as on 01/04/1998.

B. After adding the percentage of increase and the Dearness Allowance Component as stated above at Sub-Clause A(a) & A(b) above to the existing Basic Pay, the revised Basic Pay shall be fixed with effect from 01/04/1998 in the corresponding Revised Scales shown in ANNEXURE-I appended to this order as follows;

- (i) If the total arrived at sub-clause 'B' above happens to be less than the minimum of the revised scale, the Basic Pay shall be fixed at the minimum of the revised scale.
- (ii) If the total arrived at sub-clause 'B' above happens to be one of the stages in the revised scale or is in between two stages in the revised scale, the basic pay shall be fixed at the next higher stage in the revised scale.
- (iii) If an increment/stagnation increment/elongation increment would have been earned by a workman in the pre-revised scale of pay in the normal course during the period from 01/04/1998 to 31/03/1999, his/her pay in the revised scale of pay shall, if advantageous to him/her, be re-fixed from the date of accrual of such increment, in accordance with the aforesaid pay fixation formula. In such cases, the percentage of increase admissible shall be determined on the basis of the pay drawn by the workmen as on the date of actual accrual of these increments during the period from 01/04/1998 to 31/03/1999.

The corresponding pay fixation in the revised pay scales with respect to the stages in the pre-revised pay scales is shown in the chart at ANNEXURE - 1(A)

IV. DEARNESS ALLOWANCE:

The rates of Dearness Allowance on the revised basic pay shall be regulated as indicated below;

(a)	16% (sixteen percent) of the Basic Pay w.e.f. 01/04/1998
(b)	22% (twenty two percent) of the Basic Pay w.e.f. 01/07/1998

Note: The Dearness Allowance arrived by applying the above mentioned percentages shall be rounded off to the nearest rupee.

The DA admissible at the above rates for the different stages of pay in revised pay scales is shown at ANNEXURE -1(B).

V. HOUSE RENT ALLOWANCE:

The payment of House Rent Allowance to the workmen shall be regulated based on the revised pay slabs shown in ANNEXURE-II appended to this order. However, employees working in places where population is less than 25,000 (ie., the places classified as 'E' Grade) shall be paid Rs.10/-(rupees Ten) more, than the HRA slabs prescribed in ANNEXURE -II. Consequent to this revision, if the HRA drawn by the Workman earlier is more, the same shall be protected.

VI. CITY COMPENSATORY ALLOWANCE:

The payment of City Compensatory Allowance to the workmen shall be regulated based on the revised pay slabs as shown in Annexure-III appended to this order. Consequent to this revision, if the CCA drawn by the Workman earlier is more, the same shall be protected.

VII. OTHER ALLOWANCES:

The Allowances/Special Pay to the extent noted against each of the following categories shall be paid with effect from 01/04/1998 subject to the workmen complying with the Rules and Regulations of the Board regarding grant of that particular Allowance/Special Pay and also subject to eligibility of such allowance/pay as per existing rules or as may be prescribed by the Board from time to time.

(a)	Cash Duty Allowance	(i) to those who are incharge of Cash Duty including those who do the work of Trolley Cash Collection, and	at Rs.200/- per month (Rupees Two hundred)
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		(ii) Rs.50/- (Rupees fifty only) per working day shall be paid to the workmen acting as a substitute when regular cashier proceeds on casual leave or other kinds of leave not exceeding seven days, subject to a maximum of Rs.200/- (Rupees Two hundred) per month.	
(b)	Special Pay	to Typists	at Rs.130/- per month (Rupees One hundred and thirty)
(c)	Special Pay	to Junior Personal Assistants and Senior Grade Typists	at Rs.175/- per month (Rupees One hundred and seventy five)
(d)	Special Pay	to Senior Personal Assistants	at Rs.200/- per month (Rupees Two hundred)
(e)	Special Pay	to Cyclostyling Worker	at Rs.75/- per month (Rupees Seventy five)
(f)	Special Pay	to Drivers (in lieu of Overtime)	at Rs.130/- per month (Rupees One hundred and thirty)
(g)	Special Pay	to Lift Attendants/ Trolley Drivers	at Rs.125/- per month (Rupees One hundred and twenty five)
(h)	Special Pay	to Cleaners/Auto Helpers (in lieu of Overtime)	at Rs.120/- per month (Rupees One hundred and twenty only)
(i)	Special Pay	to Junior Engineers (Hotline work)	at Rs.200/- per month (Rupees Two hundred)
(j)	Special Pay	to Mechanic Gr-I(Hotline work)	at Rs.150/- per month (Rupees One hundred and fifty only)
(k)	Special Pay	to Mechanic Gr-II(Hotline work)	at Rs.150/- per month (Rupees One hundred and fifty only)
(l)	Special Pay	to Medical Staff Class-IV employees	at Rs.75/- per month (Rupees Seventy five)

(m)	Personal Allowance	to Senior Assistants (Concurrent Audit / Inspection Wing including Senior Assistants working in Internal Audit, Bangalore).	at Rs.130/- per month (Rupees One hundred and thirty)
(n)	Special Pay	to Assistants incharge of safe custody of valuable documents in the office of the CFA	at Rs.130/- per month (Rupees One hundred and thirty)
(o)	Special Pay	to Assistant Store Keepers	at Rs.120/- per month (Rupees One hundred and twenty)
(p)	Special Pay	to Store Keeper Gr.II	at Rs.130/- per month (Rupees One hundred and thirty)
(q)	Special Pay	to Store Keeper Gr.I	at Rs.165/- per month (Rupees One hundred and sixty five)
(r)	Special Pay	to workmen doing the duties of Telex Operator (in addition to other special pay/allowance if any, drawn)	at Rs.60/- per month (Rupees Sixty)
(s)	Special Pay	NCR Machine Mechanic	Rs.65/- per month (Rupees sixty five)
(t)	Special Pay	Xerox Machine Operator (to a post to be designated in Head Office)	Rs.40/- per month (Rupees forty)
(u)	Special Pay	(a) *Office Attendant Gr. II (b) *Office Attendant Gr. I (c) *Daffedar	Rs. 75/- per month (Rupees seventy five only) Rs. 100/- per month (Rupees one hundred only) Rs. 150/- per month (Rupees one hundred fifty only)

*O.A. Gr. II, O.A. Gr. I and Daffedars attached to the Office of Chairman/Member (Finance)/Member (Technical)/Secretary/Addl. Secretary/Chief Financial Adviser/Chief Engineer, Electy., (Genl)/Asst. Secy (Admn) are eligible.

VIII. SHIFT ALLOWANCE:

Shift allowance to the workmen doing shift duties in evening and night shifts (including Watch & Ward/Medical staff/Service stations/Telex operators) shall be paid at 5% of basic pay subject to minimum of Rs.10/-(Rupees ten) per shift, under Regulation 71 of the KEBESR.

IX. HOT STICK ALLOWANCE:

Hotline staff who work on Hot Lines shall be paid "Hot Stick Allowance" of Rs.75/- (Seventy five) per day of work on the hot line.

X. CONVEYANCE ALLOWANCE:

- (a) Conveyance Allowance at the following rates shall be paid to the workmen, (except the maintenance men working in O&M and Transmission Lines) who own, maintain and use the particular type of vehicle, for discharging Board work.

(i)	Motor Cycle/Scooter	Rs.350/- per month (Rupees three hundred fifty)
(ii)	Moped	Rs.125/- per month (Rupees One hundred and twenty five)
(iii)	Bicycle	Rs.75/- per month (Rupees Seventy five)

- (b) Conveyance-cum-Field Allowance shall be paid to Maintenance Men working in O&M and who are eligible for Conveyance Allowance at 5% of basic pay subject to a maximum of Rs.200/- (Rupees Two hundred) per month.
- (c) Conveyance-cum-Field Allowance shall be paid to maintenance men working in Transmission Lines (irrespective of whether they are drawing Conveyance

Allowance or not at present) at 5% of their basic pay subject to a maximum of Rs.200/- (Rupees Two hundred) per month.

Note:

- (1) The workmen who are entrusted with the duty of delivery of tappal shall be paid conveyance allowance at Rs.75/- (Rupees Seventy five) per month and in case of absence of regular incumbent, the substitute shall be paid conveyance allowance of Rs.5/- (Rupees five) per working day subject to a maximum of Rs.75/- (Rupees Seventy five) per month.
- (2) The Operators/Overseers deputed to do Meter Reading work shall be paid conveyance allowance of Rs.5/- (Rupees five) per working day subject to a maximum of Rs.75/- (Rupees Seventy five) per month.
- (3) The workmen entrusted with cash duty shall be paid conveyance allowance or Rs.125/- (Rupees One hundred and twenty five) per month. A substitute in the absence of regular cashier shall be paid conveyance allowance of Rs.5/- (Rupees five) per working day subject to a maximum of Rs.125/- (Rupees One hundred and twenty five) per month.
- (4) Conveyance allowance shall be admissible to Civil Staff and Junior Engineer Elecl. working in service stations.

XI. WASHING ALLOWANCE:

Washing allowance shall be paid at Rs.50/- (Rupees fifty) per month wherever the same is admissible at present.

XII. SPECIAL LOCALITY ALLOWANCE:

- (i) Special locality allowance shall be paid at 15% (fifteen percent) of Basic Pay subject to a maximum of Rs.500/- (Rupees five hundred) per month to the workmen in the following places:
 - a) MGHE Works, Jog Falls (including Pre-University College, Jog)
 - b) Hulical
 - c) Gogi Branch
 - d) Hunasagi

- e) Kadra
 - f) Kodalalli
 - g) Gerusoppa
 - h) Somanahally
 - i) Varahi Project
 - j) Shaktinagar, and
 - k) Masthikatte
- (ii) Special Locality allowance shall be paid at 7 ½% (Seven and a half percent) of the basic pay subject to a maximum of Rs.400/-(Rupees four hundred) per month to the workmen in the following places:
- a) Ghataprabha
 - b) Dandeli
 - c) Supa
 - d) Malleswara (Kudremukh Project)
 - e) Shimsha and Shivasamudra
 - f) Munirabad
 - g) Upper Krishna Project
 - h) B.R.Project
 - i) T.K.Hally
 - j) Tippagondanabally(66/2.3 KV Station only)

XIII. HILL ALLOWANCE:

Hill allowance wherever admissible at present shall be paid to the workmen at the following rates:

(a)	Workmen drawing Basic Pay below Rs.3650/- per month	Rs.125/- per month (Rupees One hundred and twenty five)
(b)	Workmen drawing Basic Pay of Rs.3651/- and above per month	Rs.175/- per month (Rupees One hundred and seventy five)

XIV. RURAL ALLOWANCE:

Rural allowance of Rs100/-(Rupees One hundred) per month shall be paid to workmen who are posted to Rural areas where the population of the Town/Village is less than 3000 (population figure taken according to 1991 census).

XV. CONSTRUCTION ALLOWANCE:

Construction allowance shall be paid at the following rates;

(a)	At Jog Falls and Munirabad	12% (Twelve percent) of Basic Pay subject to a maximum of Rs. 400/- (Rupees Four hundred) per month.
(b)	At Other specified places	6% (six percent) of Basic Pay subject to a maximum of RS.350/-(Rupees Three hundred and fifty) per month.

XVI. DIP & DIVING ALLOWANCE:

Dip and Diving Allowance shall be paid at the following rates whenever the workmen are called upon to work in water conductor system.

(a)	Diving Allowance to Divers	Rs.125/-(Rupees One hundred and twenty five) per month
(b)	Dip Allowance	Rs.75/- (Rupees Seventy five) per hour

XVII. SPECIALISED WORK ALLOWANCE & HAZARDOUS ALLOWANCE:

Specialised Work Allowance & Hazardous Allowance may be paid at the existing percentage and at the existing ceiling limits.

XVIII. RETIREMENT / TERMINAL BENEFITS:

- a) The workmen retiring from Board service shall be presented with a memento costing not more than Rs.2000/- (Rupees Two thousand).
- b) Pensionary benefits including Family Pension etc., shall be regulated as prevailing in the State Govt. from time to time.

XIX. AMENITIES & FACILITIES:

(a) House Rent Recovery:

House Rent shall not be recovered from the workmen who are drawing a Basic Pay of Rs.5525/- (Rupees Five thousand five hundred and twenty five)

and below per month, if they are provided with Board Quarters. Such workmen will not be entitled to payment of House Rent Allowance.

(b) Reimbursement of charges for Uniform and Footwear:

The stitching charges and cost of footwear, etc., shall be reimbursed to those workmen who are eligible for supply of uniforms at the following rates.

(i)	Stitching charges for two sets of men uniforms wherever provided	Rs.275/- (Rupees Two hundred and seventy five)
(ii)	Purchase of Chappals (One pair) wherever provided	Rs.150/- (Rupees One hundred and fifty)
(iii)	Purchase of Shoes (One pair)	Rs.275/- (Rupees Two hundred and seventy five)

(iv)	Purchase of Saree with Blouse pieces and petticoats (Two numbers each) to women employees	Rs.500/- (for two sets) (Rupees Five hundred)
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Note:

- (1) Workmen working in Transmission Line maintenance shall be issued one pair of shoes instead of one pair of chappals for protection from reptiles.
- (2) Workmen actually working in stores in releasing and filling of transformer oil and M.T. staff working in transformer repair section shall be issued one pair of PVC moulded shoes once in two years.

XX. ACCIDENT GRANT:

- (a) A Workman who meets with an accident while on duty is injured severely he/she may obtain medical treatment in any of the Hospitals as per the advice of the Authorised Medical Attendant of the Board and the entire expenditure shall be met by the Board.
- (b) Accident grant to such hospitalised workmen shall be paid as follows:
 - (i) Rs.1,000/-(Rupees One thousand) shall be paid where the workman is hospitalised for a period upto and inclusive of seven days.
 - (ii) Rs.1,200/-(Rupees One thousand two hundred) shall be paid in case of hospitalisation for a period more than seven days.

Injury leave/Special Disability leave with full pay and allowances shall be sanctioned to the injured workman for the entire period of his/her hospitalisation and treatment.

XXI. PAYMENT OF EX-GRATIA FOR FUNERAL EXPENSES:

When a workman dies while in service, the dependents of the deceased workman shall be paid Rs.2000/-(Rupees Two thousand) to meet the funeral expenses and a wreath costing not more than Rs.100/-(Rupees One hundred) shall be placed on the body of the workman.

XXII. EDUCATIONAL ADVANCE:


The eligibility of pay limit of workmen for granting education advance shall be raised from the present level of Rs.1930/- to Rs.5375/-.

All other allowances/special pay which are being paid by the Board at present shall be continued to be paid at the same rates subject to the workmen complying with the Rules and Regulations regarding the grant of that particular allowance/Special Pay, he/she is eligible thereto as per the existing rules.

The revised pay shall be drawn in the monthly bills from February 1999 and onwards. Separate orders will be issued with regard to payment of arrears for the period from 1st April 1998 to 31st January 1999.

If any doubt or difficulty arises relating to the interpretation or implementation of any of the clauses/provisions of this Board Order the same shall be referred to the Board for clarification.

By Order,


(R.K. RAJU)^{6.2.99}
SECRETARY,
KEB.

To:

1. The Chief Engineer Electricity (General), KEB., Bangalore.
2. The Chief Financial Adviser, KEB., Bangalore.
3. The Inspector General of Police (Vigilance), KEB, Bangalore.
4. The Accountant General Audit-II (Karnataka), Bangalore.
5. The Managing Director, K.P.C.Limited., Bangalore.
6. The Chief Law Officer, KEB., Bangalore.
7. The Chief Industrial Relations Officer, KEB., Bangalore.
8. All Chief Engineers Electricity, KEB.
9. The Chief Electrical Inspector, Govt. of Karnataka,
10. All Chief Controllers, KEB
11. All Controllers, KEB.
12. All Superintending Engineers Elecl./Civil, KEB.
13. The Public Relations Officer, KEB.
14. All Deputy Controllers, KEB.
15. All Executive Engineers Elecl./Civil, KEB.
16. All Accounts Officers, KEB.
17. PS to CM/FM/TM/Secretary/Addl. Secretary, KEB., Bangalore.
18. All Officers of Board Secretariat, KEB, Bangalore.
19. MF., SA-II - Records, Bd. Sectt., KEB.

Copy for information to:

1. Sri.T.Hanmanthappa, Member, KEB., Bangalore.
2. Sri V.Nagaraju, Member, KEB., Bangalore.
3. The General Secretary, KEB Employees' Union (Reg.No.659), A.R.Circle, B'lore.
4. The General Secretary, KEB Engineers' Association, A.R.Circle, Bangalore
5. The General Secretary, KEB Accounts Officers' Association, K.R.Circle, B'lore
6. The General Secretary, KEB SC/ST Employees Welfare Association, K.R.Circle, B'lore.

KARNATAKA ELECTRICITY BOARD

ANNEXURE - I TO BOARD ORDER NO. KEB/B16/ 3589/98-99 DATED: 06/02/1999

REVISED SCALES OF PAY EFFECTIVE FROM 01-04-1998 TO VARIOUS CATEGORIES OF MONTHLY RATED WORKMEN OF THE KARNATAKA ELECTRICITY BOARD WHO HAVE BEEN APPOINTED BY DIRECT RECRUITMENT, BY PROMOTION AND BY ABSORPTION.

SL.NO.	DESIGNATION	EXISTING PAY SCALES	REVISED PAY SCALES w.e.f 1/4/1998
1. <i>Group - D</i>	Mali Gr. II, Fieldman Gr. III, Caretaker, Dhobi, Ward Attendant, Sanitary Worker, Watchman (Office/ Security/ Stores), Office Attendant Gr. II.	Rs. 1075-20-1175-25- 1300-30-1450-50-1700- 60-2360	Rs. 3125-60-3425-75- 3800-100-4300-125- 4925-150-6575
2. <i>Group - D</i>	Station Attendant Gr. II, Asst. Lineman, Attendant Gr. II (TCD), Attendant Gr. II (RT), Attendant Gr. II (MT), Helper (Stores), Helper (Workshop), Mali Gr. I, Fieldman Gr. II, Helper (Civil), Maity, Cook, Cleaner/Auto Helper, Security Head Guard.	Rs. 1155-20-1175-25- 1300-30-1450-50-1700- 60-2480	Rs. 3365-60-3425-75- 3800-100-4300-125- 4925-150-7025
3.	Station Attendant Gr. I, Lineman, Attendant Gr. I (TCD) Attendant Gr. I (RT), Attendant Gr. I (MT), Cutter, Hammerman, Black Smith Gr. II, Machine Operator, Store Attendant Gr. I Driller	Rs. 1200-25-1300-30- 1450-50-1700-60-2060- 75-2735	Rs. 3425-75-3800-100- 4300-125-4925-150- 5825-175-7925

<p>Group D</p>	<p>Puncher Fitter Gr. III Painter, Gr. II Grinder, Sheet Metal Worker Tinker Gr. II Carpenter Gr. III, Attendent Gr. I (Workshop), Civil Mate, Plumber-cum-Fitter Gr. III, Fieldman Gr. I, Maistry Gr. III, Bar Bender-cum-Vibrator, Attendent Gr. I, Butler, Cook-cum-Caretaker, Attendent Gr. I (Tool Keeper), Jamedar (Watch & Ward), Head Watchman, Darkroom Asst., Lift Attendent, Daftary, Office Attendent Gr. I.</p>		
<p>4. Group C</p>	<p>Station Mechanic Gr. II, Crane Operator Gr. II, Plumber Gr. II, Painter Gr. I, Line Mechanic Gr. II, Mechanic Gr. II (TCD), Mechanic Gr. II (RT), Mechanic Gr. II (MT), Maistry Gr. II, Welder Gr. II, Turner Gr. II, Blacksmith Gr. I Carpenter Gr. II, Mechanic-cum-Machinist Gr. II, Painter Gr. I, Fitter Gr. II, Tinker Gr. I, Maistry (Civil) Gr. II, Mason Gr. II, Maistry (Health) Gr. II, Driver Gr. II, Auto Mechanic Gr. II,</p>	<p>Rs. 1300-30-1450-50- 1700-60-2060-75-2510- 100-3410.</p>	<p>Rs. 3800-100-4300- 125-4925-150-5825- 175-7050-250-300- 300-3500 9700 Telax 1310/3537/9849 22/2195</p>

	Junior Assistant, Typist, Plumber-cum-Fitter, Daffedar		
5.	Station Mechanic Gr. I, Crane Operator Gr. I, Plumber Gr. I, Line Mechanic Gr. I, Mechanic Gr. I (TCD), Mechanic Gr. I (MT) Mechanic Gr. I (RT), Maistry Gr. I, Fitter Gr. I, Carpenter Gr. I, Turner Gr. I, Welder Gr. I, Maistry (Civil) Gr. I, Mason Gr. I, Plumber Gr. I, Auto Mechanic Gr. I, Operator/Overseers/ Meter Readers/ Asst. Store Keeper, Tracer (Civil), Tracer/Blue Printer, Asst. Draughtsman, Mechanic-cum-Machinist Gr. I.	Rs. 1330-30-1450-50- 1700-60-2060-75-2510- 100-3410.	Rs. 3900-100-4300- 125-4925-150-5825- 175-7050-250-8300- 300-9500-9700
6.	Asst. Cable Jointer, Hot Line Mechanic Gr. II, Assistant, Junior Personal Asst., Senior Gr. Typist.	Rs. 1450-50-1700-60- 2060-75-2510-100-3110- 125-4110.	Rs. 4300-125-4925- 150-5825-175-7050- 250-8800-300-10600.
7.	Cable Jointer, Hot Line Mechanic Gr. I, Sr. Mechanic, Sr. Mechanic (TCD), Sr. Mechanic (MT), Sr. Mechanic (RT), Instrument Mechanic, Asst. Foreman, Sr. Mechanic (Workshop), Driver Gr. I, Asst. Foreman (Transport), Draughtsman, Draughtsman (Civil),	Rs. 1550-50-1700-60- 2060-75-2510-100-3110- 125-4110.	Rs. 4550-125-4925- 150-5825-175-7050- 250-8800-300-10600

	Sr. Maistry Gr. I.		
8.	Jr. Engineer. Elecl. / Store Keeper Gr. II, Jr. Engineer (Civil), Special Grade Driver, Senior Asst., Sr. Draughtsman, Sr. Draughtsman (Civil)	Rs. 1700-60-2060-75- 2510-100-3110-125-3860- 150-4760	Rs. 4925-150-5825- 175-7050-250-8800- 300-10600-350-12000
9.	Merit Grade Mechanic	Rs. 1760-60-2060-75- 2510-100-3110-125-3860- 150-4760	Rs. 5075-150-5825- 175-7050-250-8800- 300-10600-350-12000
10.	Asst. Engr. (NG)/, Store Keeper Gr. I, Head Draughtsman.	Rs. 2435-75-2510-100- 3110-125-3860-150-4910- 175-5085.	Rs. 7550-250-8800- 300-10600-350-12000- 400-13600.

1. If the Designation of any category of Workman is not included in the above, the Workman will be given the revised scale of pay corresponding to his existing scale of pay.
2. If and when the scale of Asst. Engineers (Graduates) is revised, Asst. Engrs. (NG's) will also be given the same scale and remuneration subject to the elongation Clause stipulated under Clause II.
3. Workman borne on Workcharged Establishment will be given revised scale of pay corresponding to his existing scale of pay.

B. R. K. Srinivasan
for SECRETARY,
KEB.

ANNEXURE -1(A) to B.O.No.KEB/B16/3589/98-99 dated 06/02/1999.

Pre-Revised Scale No.1.: Rs.1075-20-1175-25-1300-30-1450-50-1700-60-2360.

Revised Scale No.1.: Rs.3125-60-3425-75-3800-100-4300-125-4925-150-6575.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
1075	3125
1095	3125
1115	3125
1135	3185
1155	3245
1175	3305
1200	3365
1225	3425
1250	3500
1275	3575
1300	3650
1330	3725
1360	3800
1390	3900
1420	4000
1450	4100
1500	4200
1550	4425
1600	4550
1650	4675
1700	4800
1760	4925
1820	5075
1880	5375
1940	5525
2000	5675
2060	5825
2120	5975
2180	6125
2240	6275
2300	6425
2360	6575

K. R. Anantharaman
for SECRETARY,
KEB

0409

ANNEXURE -1(A) to B.O.No.KEB/B16/3589/98-99 dated 06/02/1999.

Pre-Revised Scale No.2.: Rs.1155-20-1175-25-1300-30-1450-50-1700-60-2480
Revised Scale No.2.: Rs.3365-60-3425-75-3800-100-4300-125-4925-150-7025

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
1155	3365
1175	3365
1200	3365
1225	3425
1250	3500
1275	3575
1300	3650
1330	3725
1360	3800
1390	3900
1420	4000
1450	4100
1500	4200
1550	4425
1600	4550
1650	4675
1700	4800
1760	4925
1820	5075
1880	5375
1940	5525
2000	5675
2060	5825
2120	5975
2180	6125
2240	6275
2300	6425
2360	6575
2420	6875
2480	7025

B.R. Korthal
for SECRETARY,
KEB

0410

ANNEXURE -I(A) to B.O.No.KEB/B16/3589/98-99 dated 06/02/1999.

Pre-Revised Scale No.3.: Rs.1200-25-1300-30-1450-50-1700-60-2060-75-2735

Revised Scale No.3.: Rs.3425-75-3800-100-4300-125-4925-150-5825-175-7925

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
1200	3365 <i>3425</i>
1225	3425
1250	3500
1275	3575
1300	3650
1330	3725
1360	3800
1390	3900
1420	4000
1450	4100
1500	4200
1550	4425
1600	4550
1650	4675
1700	4800
1760	4925
1820	5075
1880	5375
1940	5525
2000	5675
2060	5825
2135	6000
2210	6175
2285	6525
2360	6700
2435	6875
2510	7050
2585	7225
2660	7400
2735	7575

E.R. Anstey
for SECRETARY,
KEB

0411

ANNEXURE -1(A) to B.O.No.KEB/B16/3589/98-99 dated 06/02/1999.

Pre-Revised Scale No.4.: Rs.1300-30-1450-50-1700-60-2060-75-2510-100-3410.
 Revised Scale No.4.: Rs.3800-100-4300-125-4925-150-5825-175-7050-250-8300-300-9500

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
1300	3800
1330	3800
1360	3800
1390	3900
1420	4000
1450	4100
1500	4200
1550	4425
1600	4550
1650	4675
1700	4800
1760	4925
1820	5075
1880	5375
1940	5525
2000	5675
2060	5825
2135	6000
2210	6175
2285	6525
2360	6700
2435	6875
2510	7050
2610	7300
2710	7550
2810	8050
2910	8300 8300 8100
3010	8600 8500
3110	8900 8700 8100
3210	9200 9100
3310	9500 9400
3410	9500 9700

B.R. Anand
 for SECRETARY,
 KEB

0412

ANNEXURE -1(A) to B.O.No.KEB/B16/3589/98-99 dated 06/02/1999.

Pre-Revised Scale No.5.: Rs.1330-30-1450-50-1700-60-2060-75-2510-100-3410.
 Revised Scale No.5.: Rs.3900-100-4300-125-4925-150-5825-175-7050-250-8300-300-9500

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
1330	3900
1360	3900
1390	3900
1420	4000
1450	4100
1500	4200
1550	4425
1600	4550
1650	4675
1700	4800
1760	4925
1820	5075
1880	5375
1940	5525
2000	5675
2060	5825
2135	6000
2210	6175
2285	6525
2360	6700
2435	6875
2510	7050
2610	7300
2710	7550
2810	8050 7800
2910	8300 8400 Post
3010	8600 8700
3110	8900 9000
3210	9200 9300
3310	9500 9400
3410	9500 9700

GR. Anand
 for SECRETARY,
 KEB

Page 6

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ANNEXURE -1(A) to B.O.No.KEB/B16/3589/98-99 dated 06/02/1999.

Pre-Revised Scale No.6.: Rs.1450-50-1700-60-2060-75-2510-100-3110-125-4110.

Revised Scale No.6.: Rs.4300-125-4925-150-5825-175-7050-250-8800-300-10600.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
1450	4300
1500	4300
1550	4425
1600	4550
1650	4675
1700	4800
1760	4925
1820	5075
1880	5375
1940	5525
2000	5675
2060	5825
2135	6000
2210	6175
2285	6525
2360	6700
2435	6875
2510	7050
2610	7300
2710	7550
2810	8050
2910	8300
3010	8550
3110	8800
3235	9100
3360	9400
3485	9700
3610	10000
3735	10300
3860	10300
3985	10600
4110	10600

B. R. Anantharaman
for SECRETARY,
KEB

0414

ANNEXURE -1(A) to B.O.No.KEB/B16/3589/98-99 dated 06/02/1999.

Pre-Revised Scale No.7.: Rs.1550-50-1700-60-2060-75-2510-100-3110-125-4110.

Revised Scale No.7.: Rs.4550-125-4925-150-5825-175-7050-250-8800-300-10600.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
1550	4550
1600	4550
1650	4675
1700	4800
1760	4925
1820	5075
1880	5375
1940	5525
2000	5675
2060	5825
2135	6000
2210	6175
2285	6525
2360	6700
2435	6875
2510	7050
2610	7300
2710	7550
2810	8050
2910	8300
3010	8550
3110	8800
3235	9100
3360	9400
3485	9700
3610	10000
3735	10300
3860	10300
3985	10600
4110	10600

R.R. Kothari
for SECRETARY,
KEB

0415

ANNEXURE -1(A) to B.O.No.KEB/B16/3589/98-99 dated 06/02/1999.

Pre-Revised Scale No.8.: Rs.1700-60-2060-75-2510-100-3110-125-3860-150-4760
Revised Scale No.8.: Rs.4925-150-5825-175-7050-250-8800-300-10600-350-12000.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
1700	4925
1760	4925
1820	5075
1880	5375
1940	5525
2000	5675
2060	5825
2135	6000
2210	6175
2285	6525
2360	6700
2435	6875
2510	7050
2610	7300
2710	7550
2810	8050
2910	8300
3010	8550
3110	8800
3235	9100
3360	9400
3485	9700
3610	10000
3735	10300
3860	10300
4010	10600
4160	10950
4310	10950
4460	11300
4610	11300
4760	11650

B. C. Anantharam
for SECRETARY,
KEB

0416

ANNEXURE -1(A) to B.O.No.KEB/B16/3589/98-99 dated 06/02/1999.

Pre-Revised Scale No.9.: Rs.1760-60-2060-75-2510-100-3110-125-3860-150-4760.
Revised Scale No.9.: Rs.5075-150-5825-175-7050-250-8800-300-10600-350-12000.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
1760	5075
1820	5075
1880	5375
1940	5525
2000	5675
2060	5825
2135	6000
2210	6175
2285	6525
2360	6700
2435	6875
2510	7050
2610	7300
2710	7550
2810	8050
2910	8300
3010	8550
3110	8800
3235	9100
3360	9400
3485	9700
3610	10000
3735	10300
3860	10300
4010	10600
4160	10950
4310	10950
4460	11300
4610	11300
4760	11650

B. & Anantharam
for SECRETARY,
KEB

26 J

0417

ANNEXURE -1(A) to B.O.No.KEB/B16/3589/98-99 dated 06/02/1999.

Pre-Revised Scale No.10.: Rs.2435-75-2510-100-3110-125-3860-150-4910-175-5085.
Revised Scale No.10.: Rs.7550-250-8800-300-10600-350-12000-400-13600.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
2435	7550
2510	7550
2610	7550
2710	7550
2810	8050
2910	8300
3010	8550
3110	8800
3235	9100
3360	9400
3485	9700
3610	10000
3735	10300
3860	10300
4010	10600
4160	10950
4310	10950
4460	11300
4610	11300
4760	11650
4910	12000
5085	12800

B. C. Anantharam
for SECRETARY,
KEB

0418

KARNATAKA ELECTRICITY BOARD

READ:

1. Board Order No KEB/B16/2663/94-95 dated 31-10-1994 according approval to revise the Scales of Pay of Officers of the Board with effect from 01-04-1993.
2. Board Resolution No. BM-670/19150/98-99 dated 30-11-1998.

Board Order No. KEB/ B16/ 3590/ 98-99

Bangalore, dated: 06-02-1999.

Board is pleased to approve the rules of fitment of pay and allowances as detailed below in respect of Officers belonging to Group 'A' & 'B'.

I. DATE OF EFFECT:

- (a) The revised pay scales as set out in ANNEXURE - I shall take effect from 1st April, 1998.
- (b) Officers recruited to Board's service against direct recruitment quota in respect of categories of posts as set out in ANNEXURE-I on or after 01.04.1998 shall begin at the minimum of the time scale of the post against which they were/are appointed.

II. PAY FIXATION AND WEIGHTAGE:

- A. The initial pay of the Officers to whom the revised scales of pay are applicable shall be fixed in that scale w.e.f. 01-04 -1998 in the following manner:-

To the 'Existing Basic Pay' ADD THE FOLLOWING;

Note: 'Existing Basic Pay' for this purpose shall be arrived at after taking into account the annual increment due, if any, and elongation increment/stagnation increment due as on 01-04 -1998 in the pre-revised scale, including personal pay, if any drawn as on 01-04 -1998;

(a) The Component of Dearness Allowance at 1510 points AICPI (Base 1960=100) on the existing Basic pay.

Note: The Component of Dearness Allowance shall be at the following rates.

	PAY STAGE	RATE OF DA
i)	Upto Basic Pay of Rs.3500/- per month	138% of the Basic Pay
ii)	Basic Pay of Rs.3501/- to Rs.6000/- per month	104% of the Basic Pay subject to a minimum of Rs.4830/-
iii)	Basic Pay of Rs.6001/- and above per month	90% of the Basic Pay subject to a minimum of Rs.6240/-

(b) 40% of Basic Pay as on 01-04-1998.

B. After adding the percentage of increase and the Dearness Allowance Component as stated above at A(a) & (b) to the existing Basic Pay, the revised Basic Pay shall be fixed with effect from 01-04 -1998 in the corresponding Revised Scales shown in ANNEXURE-I appended to this order as follows;

- (i) If the total arrived at happens to be less than the minimum of the revised scale, the Basic Pay shall be fixed at the minimum of the revised scale.
- (ii) If the total arrived at happens to be one of the stages in the revised scale or between two stages in the revised scale, the basic pay shall be fixed at the next higher stage in the revised scale.
- (iii) If an increment/stagnation increment/elongation increment would have been earned by an officer in the pre-revised scale of pay in the normal course during the period from 01-04 -1998 to 31-03-1999, his/her pay in the revised scale of pay shall, if advantageous to him/her, be fixed from the date of accrual of such increment, in accordance with the aforesaid pay fixation formula. In such cases, the percentage of increase admissible shall be determined on the basis of the pay drawn by the officer as on the date of actual accrual of these increments during the period from 01-04 -1998 to 31-03-1999.

Note:

If the total emoluments arrived as stated at clause 'A', 'A(a)' and 'A(b)' in respect of Asst. Engineers/ Asst. Accounts Officers/ Senior Personal Assistants and other equivalent cadres exceeds the maximum of the revised time scale of 01.04.1998 the pay of such Officers shall be fixed/refixed as the case may be at the appropriate stage in the immediate next higher revised time scale.

The corresponding fixation of pay in the revised pay scales with respect to the stages in the Pre-Revised Pay Scales is shown at ANNEXURE-I(A).

III. ELONGATION OF THE TIME SCALES:

If an Officer of the rank of Asst. Accounts Officer/ Asst. Engineer/Senior Personal Assistant and other equivalent cadre who reaches the maximum of the time scale during the period from 01-04 -98 to 31-03-99 his/her scale shall be elongated at the appropriate stage in the next higher time scale in respect of such officer as purely personal to him/her subject to the following conditions;

- (a) The elongation of the time scale shall be limited to the maximum of the revised time scale of Asst. Exec. Engr./ Accounts Officer and other equivalent cadres.

IV. DEARNNESS ALLOWANCE:

- (i) The rates of Dearness Allowance on the revised basic pay shall be regulated as indicated below;

(a)	16% (sixteen percent) of the Basic Pay w.e.f. 01-04 -1998
(b)	22% (twenty two percent) of the Basic Pay w.e.f. 01-07-1998

Note: The Dearness Allowance arrived by applying the above mentioned percentages shall be rounded off to the nearest rupee.

V. HOUSE RENT ALLOWANCE:

The payment of House Rent Allowance to the Officers shall be regulated based on the revised pay slabs shown in ANNEXURE-II appended to this order.

VI. CITY COMPENSATORY ALLOWANCE:

The payment of City Compensatory Allowance to the Officers shall be regulated based on the revised pay slabs as shown in ANNEXURE-III appended to this order.

Note:

If any of the Officers who are getting more HRA/CCA earlier to this revision of pay scales the same shall be protected.

VII. OTHER ALLOWANCES:

The allowances/Special Pay to the extent noted against each of the following categories shall be paid with effect from 01-04 -1998 subject to the Officers complying with the Rules and Regulations of the Board regarding grant of that particular allowance and also subject to eligibility of such allowance as per existing rules or as may be prescribed by the Board from time to time.

(1) SPECIAL PAY:

(a)	Special Pay	to the Additional Secretary working Board Secretariat.	Rs.500/- (Rupees five hundred) per month.
(b)	Special Pay	to the Deputy Secretaries working in Board Secretariat.	Rs.250/- (Rupees Two hundred and fifty) per month.
(c)	Special Pay	to the Assistant Secretaries, Exec. Asst. to CM., Tech. Asst. to CM., TM., & FM(Pvt.Secy.), working in Board Secretariat.	Rs.250/- (Rupees Two hundred and fifty) per month.
(d)	Special Pay	to Accounts Officer (Examination Section), O/o. the CEE(G).	Rs.150/- (Rupees One hundred and fifty) per month.

(e)	Special Pay	to the Asst.Accounts Officer, (Examn. Section), O/o the CEE(G).	Rs.100/-(Rupees One hundred) per month.
(f)	Special Pay	to the Asst.Accounts Officer (Security Section), O/o. the CFA.	Rs.150/-(Rupees One hundred and fifty) per month.
(g)	Special Pay	to Asst.Accounts Officers (Internal Audit) & (Concurrent Audit).	Rs.125/-(Rupees One hundred and twenty five) per month.
(h)	Special Pay	to Senior Personal Assistants	Rs.200/-(Rupees Two hundred) per month.
(i)	Special Pay	to Asst.Accounts Officers working in Revenue Sub-Divisions/ Sections.	Rs.200/-(Rupees Two hundred) per month.

(2) SHIFT ALLOWANCE:

Shift allowance to the officers doing shift duties in evening and night shifts (including Medical staff/Service Station Staff) shall be paid at 5% of basic pay subject to minimum of Rs.10/-(Rupees ten) per shift under Regulation-71 of KEBESR.

(3) HOT STICK ALLOWANCE:

Hotline staff who work on Hot Lines shall be paid "Hot Stick Allowance" of Rs.75/- (Seventy five) per day of work on the hot line.

(4) CONVEYANCE ALLOWANCE:

Conveyance Allowance at the following rates shall be paid to the officers who own, maintain and use the particular type of vehicle, for discharging the Board's work wherever the same is admissible at present.

(i)	Motor Cycle/Scooter	Rs.350/- per month (Rupees three hundred and fifty)
(ii)	Moped	Rs.125/- per month (Rupees One hundred and twenty five)

(5) HAZARDOUS ALLOWANCE:

Hazardous allowance shall be paid wherever the same is admissible, at the rate of 7.5% (Seven and half percent) of the basic pay subject to a maximum of Rs.750/- (Rupees Seven hundred and fifty) per month.

(6) TEACHING ALLOWANCE:

Teaching Allowance of Rs.250/- (Rupees Two hundred and fifty) per month shall be paid to the Accounts Officers and Asst. Exec. Engineers who are actually engaged in Teaching/Training of personnel in the Training Institute/Centres of the Board.

(7) SPECIAL LOCALITY ALLOWANCE:

(i) Special locality allowance shall be paid at 15%(fifteen percent) of Basic Pay subject to a maximum of Rs.500/-(Rupees five hundred) per month to the officers in the following places:

- a) MGHE Works, Jog Falls (including Pre-University College, Jog).
- b) Hulical
- c) Gogi Branch
- d) Hunsangi
- e) Kadra
- f) Kudasalli
- g) Gerusoppa
- h) Somanahalli
- i) Masthi Katte
- j) Varahi Project
- k) Shaktinagar

(ii) Special Locality allowance shall be paid at 7 ½% (Seven and a half percent) of the basic pay subject to a maximum of Rs.400/-(Rupees four hundred) per month to the officers in the following places:

- a) Ghataprabha

- b) Dandeli
- c) Supa
- d) Malleswara (Kudremukh Project)
- e) Shimsha and Shivasamudra
- f) Munirabad
- g) Upper Krishna Project
- h) B.R.Project
- i) T.K.Hally
- j) 66/2.3 KV Station, Tippagondanahally

(8) HILL ALLOWANCE:

Hill allowance wherever admissible at present shall be paid at Rs.175/- per month:

(9) RURAL ALLOWANCE:

Rural allowance of Rs100/-(Rupees One hundred) per month shall be paid to Officers who are posted to Rural camps where the population of the town/village is less than 3000 (population figure taken according to 1991 census).

(10) CONSTRUCTION ALLOWANCE:

Construction allowance shall be paid at 12% (Twelve percent) of Basic Pay at Jog Falls and Munirabad subject to a maximum of Rs.400/-(Rupees Four hundred) and at 6% (Six percent) at other specified places subject to a maximum of Rs.350/- (Rupees Three hundred and fifty) per month.

(11) SPECIALISED WORK ALLOWANCE:

Specialised Work Allowance at 5% of Basic Pay subject to a maximum of Rs.500/-(Rupees Five hundred) per month shall be paid to the Officers wherever the same is admissible at present.

VIII. RETIREMENT FACILITIES:

- a) The Officers retiring from Board service shall be presented with a Memento costing not more than Rs.2000/- (Rupees Two thousand).
- b) Pensionary benefits including Family Pension etc., shall be regulated as prevailing in the State Govt. from time to time.

XI. PAYMENT OF EX-GRATIA FOR FUNERAL EXPENSES:

When an Officer dies while in service, the dependents of the deceased shall be paid Rs.2000/- (Rupees Two thousand) as funeral expenses and Rs.100/- (Rupees One hundred) shall be sanctioned separately for placing a wreath on the body of the Officer.

X. HOLIDAY WORK COMPENSATION ALLOWANCE:

The Asst.Exec.Enginers and Asst.Enginers who are working in O&M Sub-Divisions / Units and Stations who are not entitled for double wages and called upon to work on holidays shall be paid Holiday Work Compensation of Rs.250/- (Rupees Two hundred and fifty) and Rs.200/- (Rupees Two hundred) per day respectively.

All other Allowances/Special Pay which are being paid ^{by} to the Board at present shall be continued to be paid at the same rates subject to the officers complying with the Rules and Regulations of the Board regarding the grant of that particular allowance/ Special Pay he/she is eligible thereto as per the existing rules.

With this revision of pay scales, the Board desires that all the Officers will strive to render the most efficient and reliable service to the consumer public to become the best Electricity Board in the country.

The revised pay shall be drawn in the monthly bills from February 1999 and onwards. Separate orders will be issued with regard to payment of arrears for the period from 1st April, 1998 to 31st January, 1999.

If any question arises relating to the interpretation of any of the clauses/provisions of this Board Order the same shall be referred to the Board for decision.

By Order,


(R.K. RAJU) 6.2.99
SECRETARY,
KEB.

To:

1. The Chief Engineer, (Ele.) (General), KEB., Bangalore.
2. The Chief Financial Adviser, KEB., Bangalore.
3. The Inspector General of Police (Vigilance), KEB, Bangalore.
4. The Accountant General Audit-II (Karnataka), Bangalore.
5. The Managing Director, K.P.C.Limited., Bangalore.
6. The Chief Law Officer, KEB., Bangalore.
7. The Chief Industrial Relations Officer, KEB., Bangalore.
8. All Chief Engineers Electricity, KEB.
9. The Chief Electrical Inspector, Govt. of Karnataka,
10. All Chief Controllers, KEB
11. All Controllers, KEB.
12. All Superintending Engineers Elect./Civil, KEB.
13. The Public Relations Officer, KEB.
14. All Deputy Controllers, KEB.
15. All Executive Engineers Elect./Civil, KEB.
16. All Accounts Officers, KEB.
17. PS to CM/FM/TM/Secretary/Addl. Secretary, KEB., Bangalore.
18. All Officers of Board Secretariat, KEB, Bangalore.
19. MF., SA-II - Records, Bd. Sectt., KEB.

Copy for information to:

1. Sri.T.Hanmanthappa, Member, KEB., Bangalore.
2. Sri V.Nagaraju, Member, KEB., Bangalore.
3. The General Secretary, KEB Employees' Union (Reg.No.659), A.R.Circle, B'lore.
4. The General Secretary, KEB Engineers' Association, A.R.Circle, Bangalore
5. The General Secretary, KEB Accounts Officers' Association, K.R.Circle, Bangalore
6. The General Secretary, KEB SC/ST Employees Welfare Association, K.R.Circle, Bangalore.

KARNATAKA ELECTRICITY BOARD


ANNEXURE-I TO BOARD ORDER No.KEB/B16/ 3590 /98-99 dated 06/02/1999.

Revised Pay Scales of Officers with effect from 1st April 1998.

Sl. No.	Designation	Existing Scales of Pay in Rs.	Revised Scales of Pay in Rs.
1)	Chief Engineer, Electricity (General)	5960-175-7360-200-7960.	18100-450-18550-500-22050-550-23150.
2)	i) Chief Engineer, Electricity ii) Chief Controller iii) Chief Law Officer	5360-175-7060-200-7860.	15850-450-18550-500-22050.
3)	i) Superintending Engineer, Elec./Civil ii) Controller iii) Director of Sports iv) Public Relations Officer	4460-150-4910-175-7360.	13200-400-13600-450-18550-500-20550.
4)	i) Executive Engineer (Elec./Civil) ii) Deputy Controller	3860-150-4910-175-7010.	11650-350-12000-400-13600-450-18550-500-19550.
5)	i) Asst.Exec.Engr. (Elec./ Civil) ii) Accounts Officer iii) Asst.Public Relations Officer iv) Asst.Sports Officer v) Personal Secretary	2710-100-3110-125-3860-150-4910-175-6310.	8550-250-8800-300-10600-350-12000-400-13600-450-18550.
6)	i) Asst.Engineer, (Elec./Civil) ii) Asst.Accounts Officer iii) Senior Personal Assistant	2435-75-2510-100-3110-125-3860-150-4910-175-5085.	7800-250-8800-300-10600-350-12000-400-13600.

Note:

1. If the designation of any category of officers is not included in the above table, the officers shall be given the revised scale of pay corresponding to his/her existing scale of pay.
2. The Asst.Engineers (Non-Graduates) shall also be given the same scale and remuneration as given to the Asst.Engineers (Graduates).


 Secretary, 6.2.99
 KEB

ANNEXURE -1(A) to B.O.No.KEB/B16/3590/98-99 dated 06/02/1999.

Pre-Revised Scale No.1.: Rs.5960-175-7360-200-7960.

Revised Scale No.1.: Rs.18100-450-18550-500-22050-550-23150.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
5960	18100
6135	18100
6310	18100
6485	18100
6660	18100
6835	18100
7010	18100
7185	18100
7360	18100
7560	18100
7760	18100
7960	18550

P. L. K. K. K.
for SECRETARY,
KEB

0429

ANNEXURE -1(A) to B.O.No.KEB/B16/3590/98-99 dated 06/02/1999.

Pre-Revised Scale No.2.: Rs.5360-175-7060-200-7860.

Revised Scale No.2.: Rs.15850-450-18550-500-22050.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
5360	15850
5535	15850
5710	15850
5885	15850
6060	15850
6235	15850
6410	15850
6585	15850
6760	15850
6935	16300
7060	16300
7260	16750
7460	17200
7660	17650
7860	18100

K. R. Mathew
for SECRETARY,
KEB

0430

ANNEXURE -I(A) to B.O.No.KEB/B16/3590/98-99 dated 06/02/1999.

Pre-Revised Scale No.3.: Rs.4460-150-4910-175-7360.

Revised Scale No.3.: Rs.13200-400-13600-450-18550-500-20550.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
4460	13200
4610	13200
4760	13200
4910	13200
5085	13200
5260	13200
5435	13600
5610	14050
5785	14500
5960	14950
6135	14950
6310	15400
6485	15400
6660	15850
6835	15850
7010	16300
7185	16750
7360	17200

B. C. Anantharam
for SECRETARY,
KEB

0431

ANNEXURE -1(A) to B.O.No.KEB/B16/3590/98-99 dated 06/02/1999.

Pre-Revised Scale No.4.: Rs.3860-150-4910-175-7010.

Revised Scale No.4.: Rs.11650-350-12000-400-13600-450-18550-500-19550.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
3860	11650
4010	11650
4160	11650
4310	11650
4460	11650
4610	11650
4760	11650
4910	12000
5085	12800
5260	13200
5435	13600
5610	14050
5785	14500
5960	14950
6135	14950
6310	15400
6485	15400
6660	15850
6835	15850
7010	16300

B.R. Mohan
for SECRETARY,
KEB

0432

ANNEXURE -1(A) to B.O.No.KEB/B16/3590/98-99 dated 06/02/1999.

Pre-Revised Scale No.5: Rs.2710-100-3110-125-3860-150-4910-175-6310.

Revised Scale No.5: Rs.8550-250-8800-300-10600-350-12000-400-13600-450-18550.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
2710	8550
2810	8550
2910	8550
3010	8550
3110	8800
3235	9100
3360	9400
3485	9700
3610	10000
3735	10300
3860	10300
4010	10600
4160	10950
4310	10950
4460	11300
4610	11300
4760	11650
4910	12000
5085	12800
5260	13200
5435	13600
5610	14050
5785	14500
5960	14950
6135	14950
6310	15400

S. C. Ananthanarayana
for SECRETARY.
KEB

0433

ANNEXURE -1(A) to B.O.No.KEB/B16/3590/98-99 dated 06/02/1999.

Pre-Revised Scale No.6.: Rs.2435-75-2510-100-3110-125-3860-150-4910-175-5085.

Revised Scale No.6.: Rs.7800-250-8800-300-10600-350-12000-400-13600.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
2435	7800
2510	7800
2610	7800
2710	7800
2810	8050
2910	8300
3010	8550
3110	8800
3235	9100
3360	9400
3485	9700
3610	10000
3735	10300
3860	10300
4010	10600
4160	10950
4310	10950
4460	11300
4610	11300
4760	11650
4910	12000
5085	12800

S.R. K...
for SECRETARY,
KEB

0434

ANNEXURE-1(B) TO BOARD ORDER No. KEB.B16/3589/98-99 DATED 06/02/1999.

Pay Stages in the Revised Scale	D.A. payable w.e.f. 01/04/1998	D.A. payable w.e.f. 01/07/1998	Pay Stages in the Revised Scale	D.A. payable w.e.f. 01/04/1998	D.A. payable w.e.f. 01/07/1998
3125	500	688	6700	1072	1474
3185	510	701	6725	1076	1480
3245	519	714	6875	1100	1513
3305	529	727	7025	1124	1546
3365	538	740	7050	1128	1551
3425	548	754	7225	1156	1590
3500	560	770	7300	1168	1606
3575	572	787	7400	1184	1628
3650	584	803	7550	1208	1661
3725	596	820	7575	1212	1667
3800	608	836	7750	1240	1705
3900	624	858	7800	1248	1716
4000	640	880	7925	1268	1744
4100	656	902	8050	1288	1771
4200	672	924	8300	1328	1826
4300	688	946	8550	1368	1881
4425	708	974	8600	1376	1892
4550	728	1001	8800	1408	1936
4675	748	1029	8900	1424	1958
4800	768	1056	9100	1456	2002
4925	788	1084	9200	1472	2024
5075	812	1117	9400	1504	2068
5225	836	1150	9500	1520	2090
5375	860	1183	9700	1552	2134
5525	884	1216	10000	1600	2200
5675	908	1249	10300	1648	2266
5825	932	1282	10600	1696	2332
5975	956	1315	10950	1752	2409
6000	960	1320	11300	1808	2486
6125	980	1348	11650	1864	2563
6175	988	1359	12000	1920	2640
6275	1004	1381	12400	1984	2728
6350	1016	1397	12800	2048	2816
6425	1028	1414	13200	2112	2904
6525	1044	1436	13600	2176	2992
6575	1052	1447			

A.R. Anand
for SECRETARY,
KEB

ANNEXURE-1(B) TO BOARD ORDER No. KEB.B16/3590/98-99 DATED 06/02/1999.

Pay Stages in the Revised Scale	D.A. payable w.e.f. 01/04/1998	D.A. payable w.e.f. 01/07/1998
7800	1248	1716
8050	1288	1771
8300	1328	1826
8550	1368	1881
8800	1408	1936
9100	1456	2002
9200	1472	2024
9400	1504	2068
9500	1520	2090
9700	1552	2134
10000	1600	2200
10300	1648	2266
10600	1696	2332
10950	1752	2409
11300	1808	2486
11650	1864	2563
12000	1920	2640
12400	1984	2728
12800	2048	2816
13200	2112	2904
13600	2176	2992
14050	2248	3091
14500	2320	3190
14950	2392	3289
15400	2464	3388
15850	2536	3487
16300	2608	3586
16750	2680	3685
17200	2752	3784
17650	2824	3883
18100	2896	3982
18550	2968	4081
19050	3048	4191
19550	3128	4301
20050	3208	4411
20550	3288	4521
21050	3368	4631
21550	3448	4741
22050	3528	4851
22600	3616	4972
23150	3704	5093

P.R. Anand
for SECRETARY,
KEB

HOUSE RENT ALLOWANCE

		A	B1	B2	C	D	E
1.	Basic Pay of Rs.3,125 to Rs.4,425	Rs.255-00	Rs.255-00	Rs.255-00	Rs.175-00	Rs.100-00	Rs.40-00
2.	Basic Pay of Rs.4,426 to Rs.5,675	Rs.350-00	Rs.350-00	Rs.350-00	Rs.200-00	Rs.100-00	Rs.70-00
3.	Basic Pay of Rs.5,676 to Rs.8,300	Rs.430-00	Rs.430-00	Rs.430-00	Rs.285-00	Rs.200-00	Rs.70-00
4.	Basic Pay of Rs.8,301 to Rs.10,000	Rs.500-00	Rs.500-00	Rs.500-00	Rs.290-00	Rs.200-00	Rs.100-00
5.	Basic Pay of Rs.10,001 to Rs.10,300	Rs.600-00	Rs.600-00	Rs.600-00	Rs.435-00	Rs.300-00	Rs.100-00
6.	Basic Pay of Rs.10,301 to Rs.10,600	Rs.700-00	Rs.700-00	Rs.700-00	Rs.435-00	Rs.300-00	Rs.130-00
7.	Basic Pay of Rs.10,601 to Rs.11,650	Rs.700-00	Rs.700-00	Rs.700-00	Rs.450-00	Rs.300-00	Rs.130-00
8.	Basic Pay of Rs.11,651 to Rs.12,400	Rs.800-00	Rs.800-00	Rs.800-00	Rs.480-00	Rs.300-00	Rs.180-00
9.	Basic Pay of Rs.12,401 and above	Rs.900-00	Rs.900-00	Rs.900-00	Rs.550-00	Rs.350-00	Rs.180-00

CITY COMPENSATORY ALLOWANCE

		A	B1	B2
1.	Basic pay of Rs.3,125 to Rs.4,425	Rs.45-00	Rs.35-00	Rs.20-00
2.	Basic Pay of Rs.4,426 to Rs.5,675	Rs.75-00	Rs.50-00	Rs.20-00
3.	Basic Pay of Rs.5,676 and above	Rs.100-00	Rs.75-00	Rs.20-00

B.R. Anantharam
for SECRETARY,
KEB

HOUSE RENT ALLOWANCE

Sl. No.	Range of Basic Pay	Cities, Towns and other Places					
		A	B1	B2	C	D	E
1.	Basic Pay of Rs.7,800 to Rs.8,300	Rs.430-00	Rs.430-00	Rs.430-00	Rs.285-00	Rs.200-00	Rs.70-00
2.	Basic Pay of Rs.8,301 to Rs.10,000	Rs.500-00	Rs.500-00	Rs.500-00	Rs.290-00	Rs.200-00	Rs.100-00
3.	Basic Pay of Rs.10,001 to Rs.10,300	Rs.600-00	Rs.600-00	Rs.600-00	Rs.435-00	Rs.300-00	Rs.100-00
4.	Basic Pay of Rs.10,301 to Rs.10,600	Rs.700-00	Rs.700-00	Rs.700-00	Rs.435-00	Rs.300-00	Rs.130-00
5.	Basic Pay of Rs.10,601 to Rs.11,650	Rs.700-00	Rs.700-00	Rs.700-00	Rs.450-00	Rs.300-00	Rs.130-00
6.	Basic Pay of Rs.11,651 to Rs.12,400	Rs.800-00	Rs.800-00	Rs.800-00	Rs.480-00	Rs.300-00	Rs.180-00
7.	Basic Pay of Rs.12,401 and above	Rs.900-00	Rs.900-00	Rs.900-00	Rs.550-00	Rs.350-00	Rs.180-00

CITY COMPENSATORY ALLOWANCE

Range of Basic Pay	A	B1	B2
Basic Pay of Rs.7,800 and above	Rs.100-00	Rs.75-00	Rs.20-00

B.C. Anand
for SECRETARY,
KEB

KARNATAKA ELECTRICITY BOARD

No: KEB / B16 / 3589 / 98-99

Board Secretariat,
Carvery Bhavan,
Bangalore-560 009.
Dated: 22.02.1999.

TELEX / FAX

ALL THE PAY DRAWING & DISBURSING OFFICERS, KEB.,

PURSUANT TO THIS OFFICE TELEX DATED 17/02/1999 THE FOLLOWING CLARIFICATION IS ISSUED WITH REGARD TO THE REVISED PAY SCALES MENTIONED IN BOARD ORDER NO.KEB/B16/3589/98-99 DATED 06/02/1999:

AS MENTIONED IN BOARD ORDER DATED 06/02/1999:

SCALE NO.4:

Rs.3800-100-4300-125-4925-150-5825-175-7050-250-8300-300-9500.

SCALE NO.5:

Rs.3900-100-4300-125-4925-150-5825-175-7050-250-8300-300-9500.

MAY BE CORRECTED AND READ AS:

SCALE NO.4:

Rs.3800-100-4300-125-4925-150-5825-175-7050-250-8800-300-9700.

SCALE NO.5:

Rs.3900-100-4300-125-4925-150-5825-175-7050-250-8800-300-9700.

PAY FIXATION IN THE REVISED PAYSCALES MAY BE MADE ACCORDINGLY.
REVISED BOARD ORDER FOLLOWS.

Sd/
SECRETARY,
K.E.B.

Post copy in confirmation to:

ALL THE PAY DRAWING & DISBURSING OFFICERS, KEB.,
THE GENERAL SECRETARY, KEB EMPLOYEES' UNION (REG.NO.659), A.R. CIRCLE,
BANGALORE - 560 009.

Ca
SECRETARY, 22.2.99
K.E.B.

0439

KARNATAKA ELECTRICITY BOARD

Preamble:

1. Board Order No. KEB/B16/3589/98-99 dated 06.02.1999 revising the pay scales of the workmen w.e.f 01.04.1998.
2. Letter No. KEBEU/144/99 dated 11.02.1999 of the General Secretary, KEB Employees' Union (Reg No. 659) requesting to modify the scales Nos. 4 and 5 of the Revised Pay Scale Orders.
3. Board Secretariat Telex/Fax Message No. KEB/B16/3589/98-99 dated 22.02.1999 to all pay drawing and disbursing officers in the matter of correction of Revised Scale No.4 and Revised Scale No.5 of the Revised Pay Scale orders dated 06.02.1999.
4. Letter No. KEB/CIRO/ SA-VII/ 3224/ 97- 98 dated 03.03.1999 addressed to the Joint Labour Commissioner, (Industrial Relations), Labour Department, Government of Karnataka, VLSL Buildings, JC Road, Bangalore requesting to effect correction in the Memorandum of Settlement dated 06.02.1999 so far as scale No. 4 & 5 are concerned.

Board Order No. KEB/B16/3589/98-99, Bangalore, Dated: 20.03.1999.

Board is pleased to modify the Revised Pay Scales No: 4 and 5 mentioned in the Board Order dated 06.02.1999 as follows;

EXISTING:

SCALE NO.4:

Rs.3800-100-4300-125-4925-150-5825-175-7050-250-8300-300-9500.

SCALE NO.5:

Rs.3900-100-4300-125-4925-150-5825-175-7050-250-8300-300-9500.

MODIFIED:

SCALE NO.4:

Rs.3800-100-4300-125-4925-150-5825-175-7050-250-8800-300-9700.

SCALE NO.5:

Rs.3900-100-4300-125-4925-150-5825-175-7050-250-8800-300-9700.

Consequently, Annexure I and Annexure I(A) to the said Board Order dated 06.02.1999 shall stand modified to the above extent. The other contents remain unaltered.

By Order,


20.2.99
SECRETARY,
K.E.B.

To:

1. The Chief Engineer Electricity (General), KEB., Bangalore.
2. The Financial Adviser & Chief Accounts Officer, KEB., Bangalore.
3. The Inspector General of Police (Vigilance), KEB, Bangalore.
4. The Chief Law Officer, KEB., Bangalore.
5. The Chief Industrial Relations Officer, KEB., Bangalore.
6. All Chief Engineers Electricity, KEB.
7. All Chief Controller of Accounts, KEB
8. All Controller of Accounts, KEB.
9. All Superintending Engineers Elecl., KEB.
10. All Deputy Controller of Accounts, KEB.
11. All Executive Engineers Elecl., KEB.
12. All Accounts Officers, KEB.
13. PS to CM/FM/TM/Secretary/Addl. Secretary, KEB., Bangalore.
14. All Officers of Board Secretariat, KEB, Bangalore.
15. MF., SA-II - Records, Bd. Sectt., KEB.

Copy for information to:

1. Sri T.Hanmanthappa, Member, KEB., Bangalore.
2. Sri V.Nagaraju, Member, KEB., Bangalore.

0441

KARNATAKA ELECTRICITY BOARD,

ANNEXURE - I TO BOARD ORDER NO. KEB/B16/ 3589/98-99 DATED: 20 /03 /1999

SL. NO.	DESIGNATION	EXISTING PAY SCALES	REVISED PAY SCALES w.e.f 1/4/1998
4.	Station Mechanic Gr. II, Crane Operator Gr. II, Plumber Gr. II, Painter Gr. I, Line Mechanic Gr. II, Mechanic Gr. II (TCD), Mechanic Gr. II (RT), Mechanic Gr. II (MT), Maistry Gr. II, Welder Gr. II, Turner Gr. II, Blacksmith Gr. I, Carpenter Gr. II, Mechanic-cum-Machinist Gr. II, Painter Gr. I, Fitter Gr. II, Tinker Gr. I, Maistry (Civil) Gr. II, Mason Gr. II, Maistry (Health) Gr. II, Driver Gr. II, Auto Mechanic Gr. II, Junior Assistant, Typist, Plumber-cum-Fitter, Daffedar	Rs. 1300-30-1450-50-1700- 60-2060-75-2510-100-3410.	Rs. 3800-100-4300-125- 4925-150-5825-175- 7050-250-8800-300- 9700
5.	Station Mechanic Gr. I, Crane Operator Gr. I, Plumber Gr. I, Line Mechanic Gr. I, Mechanic Gr. I (TCD), Mechanic Gr. I (MT) Mechanic Gr. I (RT), Maistry Gr. I, Fitter Gr. I, Carpenter Gr. I, Turner Gr. I, Welder Gr. I, Maistry (Civil) Gr. I, Mason Gr. I,	Rs. 1330-30-1450-50-1700- 60-2060-75-2510-100-3410.	Rs. 3900-100-4300-125- 4925-150-5825-175- 7050-250-8800-300- 9700.

	Plumber Gr. I, Auto Mechanic Gr. I, Operator/Overseers/ Meter Readers/ Asst. Store Keeper, Tracer (Civil), Tracer/Blue Printer, Asst. Draughtsman, Mechanic-cum-Machinist Gr. I.		
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W. J. ... 20/3
for SECRETARY,
KEB.

0443

ANNEXURE -1(A) to B.O.No.KEB/B16/3589/98-99 dated 20/03/1999.

Pre-Revised Scale No.4: Rs.1300-30-1450-50-1700-60-2060-75-2510-100-3410.
Revised Scale No.4:Rs.3800-100-4300-125-4925-150-5825-175-7050-250-8800-300-9700.

Pre- Revised Pay Stage	Fixation in the Revised Pay Scales
1300	3800
1330	3800
1360	3800
1390	3900
1420	4000
1450	4100
1500	4200
1550	4425
1600	4550
1650	4675
1700	4800
1760	4925
1820	5075
1880	5375
1940	5525
2000	5675
2060	5825
2135	6000
2210	6175
2285	6525
2360	6700
2435	6875
2510	7050
2610	7300
2710	7550
2810	8050
2910	8300
3010	8550
3110	8800
3210	9100
3310	9400
3410	9700

[Signature]
for SECRETARY,
KEB

0444

ANNEXURE -1(A) to B.O.No.KEB/B16/3589/98-99 dated 20/03/1999.

Pre-Revised Scale No.5.: Rs.1330-30-1450-50-1700-60-2060-75-2510-100-3410.
Revised Scale No.5.:Rs.3900-100-4300-125-4925-150-5825-175-7050-250-8800-300-9700.

Pre-Revised Pay Stage	Fixation in the Revised Pay Scales
1330	3900
1360	3900
1390	3900
1420	4000
1450	4100
1500	4200
1550	4425
1600	4550
1650	4675
1700	4800
1760	4925
1820	5075
1880	5375
1940	5525
2000	5675
2060	5825
2135	6000
2210	6175
2285	6525
2360	6700
2435	6875
2510	7050
2610	7300
2710	7550
2810	8050
2910	8300
3010	8550
3110	8800
3210	9100
3310	9400
3410	9700


for SECRETARY,
KEB

0445

KARNATAKA ELECTRICITY BOARD

READ:

Board Order No.KEB/B16/3589/98-99 dated 06.02.1999 and 23.03.1999 revising the pay scales of workmen with effect from 01.04.1998.

PREAMBLE:

1. The General Secretary, KEB Employees' Union (Reg.No.659) in his letter No. KEBEU/371-72-/99 dated 17.04.1999 requested to set right the anomaly in the revised pay scales where employees in higher cadres/holding higher scales have got lower fixation of pay than the employees in lower cadres/holding lower scales although the element of pay drawn by them in the pre-revised scale by such employees were one and the same.
2. Board Secretariat Note dated 12.05.1999 in the matter.

Board Order No. KEB / B16 / 3589 / 98-99

Bangalore, dated: 13th May'1999

In cases where a workman holding a higher cadre/scale and drawing pay equal to a workman holding a lower cadre/scale (in the pre-revised scale of 1.4.1998) the Board is pleased to order as follows,

After application of the pay fixation formula set out in Order No.KEB/B16/3589/98-99 dated 06.02.1999 and 20.03.1999 (Revision of Pay Scales of workmen w.e.f. 01.04.1998) if the pay of a workman holding a higher cadre/scale gets fixed/refixed at a lower stage than that of a workman holding a lower cadre/scale, the pay of such workman holding the higher cadre/scale shall be increased by an amount equal to the difference between their respective pay in the revised scale, treating this difference as 'Personal Pay'. Such personal pay granted to the workman holding the higher cadre/scale shall be absorbable in the next revision of pay scales.

The illustration below may be used as guidance in the mode of fixation of pay of a workman holding higher cadre/scale.

ILLUSTRATION

Senior Assistant	Junior Assistant (holding NHS of Assistant)	Action to be taken
Rs.4610/- w.e.f 1.4.98. (in scale Rs.1700-60-2060-75-2510-100-3110-125-3860-150-4760)	Rs.4610/-w.e.f 1.4.98 (in scale Rs.1450-50-1700-60-2060-75-2510-100-3110-125-4110).	Computation of Revised Pay: Pay 4610 DA as on 1.1.96 4830 40% of Pay 1844 Total 11284
Pay fixation at Rs.11300/- (in scale of Rs. 4925-150-5825-175-7050-250-8800-300-10600-350-12000)	Pay fixation at Rs.11500/- (in scale Rs.4300-125-4925-150-5825-175-7050-250-8800-300-10600)	The pay of the Senior Assistant shall be fixed at Rs.11300/- + Rs.200/- (Personal Pay) w.e.f 01.04.1998. This Personal Pay of Rs.200/- shall exist as a separate element of pay and is absorbable in the next revision of pay scales.

By Order,


SECRETARY,
KEB.

To:

1. The Chief Engineer (file) (General), KEB, Bangalore.
2. The Chief Financial Adviser, KEB, Bangalore.
3. The Inspector General of Police (Vigilance), KEB, Bangalore.
4. The Chief Law Officer, KEB, Bangalore.
5. The Chief Industrial Relations Officer, KEB, Bangalore.
6. All Chief Engineers Electricity, KEB.
7. All Chief Controllers, KEB.
8. All Controllers, KEB.
9. All Superintending Engineers Elec./Civil, KEB.
10. All Deputy Controllers, KEB.
11. All Executive Engineers Elec./Civil, KEB.
12. All Accounts Officers, KEB.
13. PS to CM/FM/Member(Distribution)/Member(Transmission)/Secretary/Addl. Secretary, KEB, Bangalore.
14. All Officers of Board Secretariat, KEB, Bangalore.
15. MF, SA-II - Records, Bd Sect., KEB.

Copy for information to:

- Sri T.Hanumanthappa, Member, KEB, Bangalore.
 Sri V.Nagaraju, Member, KEB, Bangalore.
 The General Secretary, KEB Employees' Union /KEB Engineers' Assn/KEB Accounts Officers' Assn/KEB SC/ST Employees Welfare Assn

KARNATAKA ELECTRICITY BOARD

READ:

Board Order No.KEB/B16/3590/98-99 dated 06.02.1999 revising the pay scales of officers with effect from 01.04.1998.

PREAMBLE:

1. Certain officers in higher cadres/holding higher scales represented that their revised pay has been fixed/refixed at stages lower than the pay of officers/workmen in lower cadres/holding lower scales although the element of pay drawn by them in the pre-revised scale were one and the same. They have therefore requested to extend them yet another increment/ next stage in the revised scale of 01.04.1998 in order to wipe out such anomaly.

2. Board Secretariat Note dated 12.05.1999.

Board Order No. KEB / B16 / 3590 / 98-99

Bangalore, dated: 13th May'1999

The Board is pleased to order as follows:

- I In cases where an officer holding a higher cadre/scale and drawing pay equal to that of an officer/workmen holding a lower cadre/scale (in the pre-revised scale of 1.4.1998):

After application of the pay fixation formula set out in Order No.KEB/B16/3590/98-99 dated 06.02.1999 (Revision of Pay Scales of officers w.e.f. 01.04.1998) if the pay of an officer holding a higher cadre/scale gets fixed/refixed at a lower stage than that of an officer/workman holding a lower cadre/scale, the pay of such officer holding the higher cadre/scale shall be increased to that of the officer/workman holding a lower cadre, by an amount equal to the difference between their respective pay in the revised scale, treating this difference as 'Personal Pay'. Such personal pay granted to the officer holding the higher cadre/scale shall be absorbable in the next revision of pay scales.

The following illustration may be used as guidance in the mode of fixation of pay of an officer holding higher cadre/scale

ILLUSTRATION

Senior Assistant (holding NHS of AAO)	Accounts Officer	Action to be taken										
<p>Rs.6135/- w.e.f 1.4.98 (in scale Rs.2435-75-2510-100-3110-125-3860-150-4910-175-5085)</p> <p>Pay fixation in the revised scale at Rs.15200/- w.e.f 1.4.98 (in the revised scale of Rs.7800-250-8800-300-10600-350-12000-400-13600)</p>	<p>Rs.6135/- w.e.f 1.4.98 (in scale Rs.2710-100-3110-125-3860-150-4910-175-6310)</p> <p>Pay fixation in the revised scale at Rs.14950/- w.e.f 1.4.98 (in the revised scale of Rs.8550-250-8800-300-10600-350-12000-400-13600-450-18550)</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="2" style="text-align: left;"><u>Computation of Revised Pay:</u></th> </tr> <tr> <td style="width: 60%;">Pay</td> <td style="text-align: right;">6135</td> </tr> <tr> <td>DA as on 1.1.96</td> <td style="text-align: right;">6240</td> </tr> <tr> <td>40% of Pay</td> <td style="text-align: right;">2454</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">14829</td> </tr> </table> <p>The pay of the Accounts Officer shall be fixed at Rs.14950/- +Rs.250/- (Personal Pay) w.e.f 01.04.1998. This Personal Pay of Rs.250/- shall exist as a separate element of pay and is absorbable in the next revision of pay scales.</p>	<u>Computation of Revised Pay:</u>		Pay	6135	DA as on 1.1.96	6240	40% of Pay	2454	Total	14829
<u>Computation of Revised Pay:</u>												
Pay	6135											
DA as on 1.1.96	6240											
40% of Pay	2454											
Total	14829											

II Fixation/refixation of pay in certain cases of AEs/AAOs/SPAs and other equivalent cadres.

To permit the AEs/AAOs/SPAs and other equivalent cadres to avail the benefit of elongation clause at para II of Board Order No. KEB.B16/3589/98-99 dated 06.02.1999 (Revision of Pay Scales of Workmen w.e.f. 1.4.98) or to avail the benefit of elongation clause at para III of the Board Order No. KEB.B16/3590/98-99 dated 06.02.1999 (Revision of Pay Scales of Officers w.e.f. 1.4.98) whichever is advantageous to them, at their option, and get their pay fixed/refixed accordingly.

The following illustration may be used as guidance in the mode of fixation of pay of such officers.

ILLUSTRATION

Asst. Accounts Officer (drawing more than the maximum of the time scale after obtaining elongation increment)	Senior Assistant (holding the NHS of AAO)	Action to be taken								
<p>Rs.6135/- w.e.f 1.4.98 (in scale Rs.2435-75-2510-100-3110-125-3860-150-4910-175-5085)</p> <p>Pay fixation in the revised scale at Rs.14950/- w.e.f 1.4.98 (in the revised scale of Rs.7800-250-8800-300-10600-350-12000-400-13600)</p>	<p>Rs.6135/- w.e.f 1.4.98 (in scale Rs.2435-75-2510-100-3110-125-3860-150-4910-175-5085)</p> <p>Pay fixation in the revised scale at Rs.15200/- w.e.f 1.4.98 (in the revised scale of Rs.7800-250-8800-300-10600-350-12000-400-13600)</p>	<p>Computation of Revised Pay:</p> <table border="1"> <tr> <td>Pay</td> <td>6135</td> </tr> <tr> <td>DA as on 1.1.96</td> <td>6240</td> </tr> <tr> <td>40% of Pay</td> <td>2454</td> </tr> <tr> <td>Total</td> <td>14829</td> </tr> </table> <p>The AAO may be permitted to avail the benefit of elongation clause available to Workmen or the elongation clause available to Officers and get his pay fixed accordingly. ie., the AAO may be permitted to avail either of the following options:</p> <ol style="list-style-type: none"> 1. The Pay of the AAO may be fixed at Rs.15200/- w.e.f 1.4.98 and his subsequent increment shall be at the rate of Rs.400/- per annum. ie. Rs.15600/- w.e.f 1.4.99 and so on. (*) <p align="center">OR</p> <ol style="list-style-type: none"> 2. The pay of the AAO may be fixed at Rs.14950/- w.e.f 1.4.98 and his subsequent increment shall be at the rate of Rs.450/- per annum. ie. Rs.15400/- w.e.f 1.4.99 and so on. (**) 	Pay	6135	DA as on 1.1.96	6240	40% of Pay	2454	Total	14829
Pay	6135									
DA as on 1.1.96	6240									
40% of Pay	2454									
Total	14829									

(*) Under the first option he/she may draw the last rate of increment of Rs.400/- in the scale of AAO/AE/SPA in terms of the Workmen's elongation clause when his pay fixation exceeds the maximum of the time scale of AAO/AE/SPA.


ಕರ್ನಾಟಕ ವಿದ್ಯುಚ್ಛಕ್ತಿ ಮಂಡಳಿ

- ಓದಲಾಗಿದೆ:-**
1. ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ ಕ.ವಿ.ಮಂ/ಬಿ16/3589/98-99, ದಿನಾಂಕ 06.02.1999 ಮತ್ತು ದಿನಾಂಕ 23.03.1999 ನೌಕರರಿಗೆ ದಿನಾಂಕ 01.04.1998 ರಿಂದ ಜಾರಿಗೊಳಿಸಲ್ಪಟ್ಟ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಗಳು.
 2. ಮಂಡಳಿಯ ಆದೇಶ ಸಂಖ್ಯೆ ಕ.ವಿ.ಮಂ/ಬಿ16/3589/98-99 ದಿನಾಂಕ 06.02.1999 ರ ಅಧಿಕಾರಿಗಳಿಗೆ ದಿನಾಂಕ 01.04.1998 ರಿಂದ ಜಾರಿಗೊಳಿಸಲ್ಪಟ್ಟ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಗಳು.
 3. ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ ಬಾಕಿಯ ಜಾಬ್‌ನಲ್ಲಿ ಸ್ವ. ಇಚ್ಛೆಯಿಂದ ಒಪ್ಪಿಗೆ ಪತ್ರ ಬರೆಯ ಕೊಡುವ ನೌಕರರಿಂದ ಕೇಸಡ 3 (ಕೇಸಡ ಮೂರು) ರಂತೆ ಕಟ್ಟಡ ನಿಧಿಗೆ ದೇಣಿಗೆಯಾಗಿ ಮುಂದುವರಿಸಲು ಹೊಂದಿಸಲಾದ ಮಂಡಳಿಯ ಆದೇಶದ ಸಂಖ್ಯೆ ಕ.ವಿ.ಮಂ/ ಮು.ಡಿ.ಬಿ./ಎಸ್.ಎ.7/3224/97-98 ದಿನಾಂಕ 01.04.1999.
- ವೀರಿಸಿ:-** ಮುಖ್ಯ ಅಧಿಕಾರಿ ಸಲಹೆಗಾರರು, ಕ.ವಿ.ಮಂ., ಬೆಂಗಳೂರು, ಇವರು ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ ಬಾಬಿ ಮಂಡಳಿಯ ನೌಕರರಿಗೆ ಮತ್ತು ಅಧಿಕಾರಿಗಳಿಗೆ ಸಂದಾಯವಾಗಬೇಕೆಂದು ಬಾಕಿ ಷಾಂತಿಯ ಪಡೆಯುವ ದಿನಾಂಕ 15.05.1999.

**ಮಂಡಳಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಕ.ವಿ.ಮಂ./ಬಿ16/3589/98-99,
ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 17.05.1999**

ಮಂಡಳಿ ನೌಕರರಿಗೆ / ಅಧಿಕಾರಿಗಳಿಗೆ ದಿನಾಂಕ 01.04.1998 ರಿಂದ ಜಾರಿಗೊಳಿಸಲ್ಪಟ್ಟಿರುವ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ ನಿಮಿತ್ತ ದಿನಾಂಕ 01.04.1998 ರಿಂದ 31.01.1999 ರವರೆಗೆ ಪ್ರಾಪ್ತವಾಗುವ ಬಾಕಿ ಹಣವನ್ನು ದಿನಾಂಕ 20.05.1999 ರ ನಂತರ ಬಟವಾಡೆ ಮಾಡಲು ಆದೇಶಿಸಿದೆ.

ಆದೇಶದ ಮೇರೆಗೆ,


ಕಾರ್ಯದರ್ಶಿ, 17.5.99
ಕ.ವಿ.ಮಂ.

- ಗ.
1. ಕ್ರಮದ ಅಧಿಯಂಶಕರು(ಎ), ಕ.ವಿ.ಮಂ, ಬೆಂಗಳೂರು.
 2. ಮುಖ್ಯ ಅಧಿಕಾರಿ ಸಲಹೆಗಾರರು, ಕ.ವಿ.ಮಂ, ಬೆಂಗಳೂರು.
 3. ಎಲ್ಲಾ ಮುಖ್ಯ ಅಧಿಯಂಶಕರು(ಎ), ಕ.ವಿ.ಮಂ.
 4. ಮುಖ್ಯ ಔದ್ಯಮಿಕ ಜಾಂಥವ್ಯ ಅಧಿಕಾರಿ, ಕ.ವಿ.ಮಂ, ಬೆಂಗಳೂರು.
 5. ಮುಖ್ಯ ಕಾನೂನು ಅಧಿಕಾರಿ, ಕ.ವಿ.ಮಂ, ಬೆಂಗಳೂರು.
 6. ಎಲ್ಲಾ ಮುಖ್ಯ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕ.ವಿ.ಮಂ.
 7. ಇನ್ ಸ್ಪೆಕ್ಟರ್ ಜನರಲ್ ಆಫ್ ವೆಜಲಿಟಿ (ಜ್ಯೂಡ್ ದಳ), ಕ.ವಿ.ಮಂ, ಬೆಂಗಳೂರು.
 8. ಎಲ್ಲಾ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು ಕ.ವಿ.ಮಂ.
 9. ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು ಕ.ವಿ.ಮಂ.
 10. ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಅಧಿಯಂಶಕರು(ಎ), ಕ.ವಿ.ಮಂ.
 11. ಎಲ್ಲಾ ಕಾರ್ಯ ನಿರ್ವಹಣೆ ಅಧಿಯಂಶಕರು(ಎ), ಕ.ವಿ.ಮಂ.
 12. ಪ್ರಾಂಶುಪಾಲರು, ಶರಣೇಶಿ ಕೇಂದ್ರ, ಕ.ವಿ.ಮಂ, ಬೆಂಗಳೂರು.
 13. ಎಲ್ಲ ಲೆಕ್ಕಾಧಿಕಾರಿಗಳು, ಕ.ವಿ.ಮಂ.
 14. ಎಲ್ಲ ಅಧಿಕಾರಿಗಳು, ಮಂಡಳಿ ಕಾರ್ಯಾಲಯ, ಕ.ವಿ.ಮಂ, ಬೆಂಗಳೂರು.
 15. ಅಧ್ಯಕ್ಷರು / ಅಧಿಕಾರಿ ಸಮನ್ವಯ ಸಮನ್ವಯ(ಎಫಒ) / ಸಮನ್ವಯ(ಪ್ರಸಾರಣಾ) / ಕಾರ್ಯದರ್ಶಿ / ಅಧಿಕಾರಿ ಕಾರ್ಯದರ್ಶಿಯವರ ಅಪ್ಪ ಕಾರ್ಯದರ್ಶಿಯವರಿಗೆ, ಕ.ವಿ.ಮಂ, ಬೆಂಗಳೂರು.
 16. ಮಹಾ ಕಡತಕ್ಕೆ.

ಪ್ರತಿಗಳು ಮಾಹಿತಿಗಾಗಿ:-

1. ಶ್ರೀ ಬಿ.ಪಾನುಮಂಶಪ್ಪ, ಸಮನ್ವಯ, ಕ.ವಿ.ಮಂ, ಬೆಂಗಳೂರು.
2. ಶ್ರೀ ವಿ.ನಾಗರಾಜು, ಸಮನ್ವಯ, ಕ.ವಿ.ಮಂ, ಬೆಂಗಳೂರು.
3. ಕ್ರಮದ ಕಾರ್ಯದರ್ಶಿ, ಕ.ವಿ.ಮಂ ನೌಕರರ ಸಂಘ, (ಬಿ.ನಂ.659)/ಇಂಜಿನಿಯರುಗಳ ಸಂಘ ಲೆಕ್ಕಾಧಿಕಾರಿಗಳ ಸಂಘ ಪರಿಷತ್ ಜಿಪಿ ಮತ್ತು ಪರಿಷತ್ ವರ್ಗಗಳ ಕಲ್ಯಾಣ ಸಂಘ, ಬೆಂಗಳೂರು.

KARNATAKA ELECTRICITY BOARD

KEB/B16/B5/7982/83-84

Board Secretariat,
Cauvery Bhavan,
Bangalore-9

Date 20.09.1999

CIRCULAR

Read:-

1. G.O.No.DPAR3 SSR81 dated 29.03.1983 in the matter of fixing the pay of an employee whose additional increment sanctioned to him for having passed a departmental examination earlier, has not been reflected in the higher pay scale consequent to his promotion/in-service appointment.
2. OM No.DPAR142 ASB83 dated November.1983 of the Karnataka Government Secretariat in the matter of fixing the pay of a Government Servant on the basis of the G.O.dated 29.03.1983.
3. B.O.No.KEB/B16/B5/7982/83-84 dated 13.08.1984 adopting the G.O dated 29.03.1983 and O.M dated Nov 1983.
4. Note of the CFA., No. CF/AO(A)/Sn-II/EA4/476 dated 20.07.1999.

When a serving employee who has earned an additional increment for passing a prescribed departmental examination required for promotion is promoted to a promotional post or is appointed to a higher post, he gets his pay fixed in the next higher stage of pay in the relevant promoted/higher time scale of pay. However, where such stage of pay happens to be the minimum of the time scale of pay of the new post, the additional increment he had earlier earned gets lost/merged below the minimum of the new time scale and is therefore not reflected in the new pay of the employee. This fixation of pay causes the employee to draw equal and sometimes less pay than an employee who is promoted /appointed later. This type of anomaly/situation has been remedied in GO dated 28.03.1983 and KGS OM dated Nov'1983, adopted by the Board vide its order dated 13.08.1984. The order (amendment to Rule 6 of the KCSR) specifically refers to such situations of promotion/appointment for the purpose of fixing the pay in the higher post.

Pursuant to the recent revision of pay scales in Board, some of the AAOs promoted in the recent years have represented that the additional increment earned by them earlier as Assistants, has not been reflected, in the pay fixed on their promotion as AAO. The CFA has forwarded their representations to the Board on 01.03.1999 requesting the Board to consider fixing the pay of these AAOs by granting the additional (one) increment above the minimum of the time scale of pay in order to follow the spirit of the order dated 13.08.1984 and to avoid anomaly between such junior and senior employees. The CFA in her note dated 20.07.1999 has referred to the KGS OM dated Nov'83 (also adopted by the Board) wherein the additional increment of the concerned government employee which got merged in the minimum of the revised time scale of pay has been restored at the time of revision of pay scales in 1977.

In this behalf, the subject has been examined and it is hereby clarified that the principles in G.O dated 29.03.1983 (adopted in BO No., KEB/ B16 / B5/7982/83/84 dated 13.08.1984) can be made applicable to above such cases of pay fixation of employees/Officers whose additional increment is not reflected upon revision of pay scales w.e.f. 01.04.1998. In other words their pay may be fixed at one stage above the minimum of the revised time scale of pay with effect from 01.04.1998. The following illustration may be used as guidance.

Pay of an Assistant as on	01.06.95	Rs.2210/-	In scale Rs.1450-50-1700-60-2060-75-2510-100-3110-125-4110.
Pay on Promotion as AAO on (Rs.2435 i.e. min. of Time scale of AAO, + Rs.75/-)	01.09.95	Rs.2510/-	In scale Rs.2435-75-2510-100-3110-125-3860-150-4910-175-5085.
Pay after Annual increment in AAO scale on	01.09.96	Rs.2610/-	-do-
Pay after Annual increment in AAO scale on	01.09.97	Rs.2710/-	-do-
Pay in the Revised Pay scale of AAO on (i.e. min of Time scale of AAO)	01.04.98	Rs.7800/-	In scale Rs.7800-250-8800-300-10600-350-12000-400-13600.
Pay on protection of Additional increment in the RPS	01.04.98	Rs.8050/-	-do-
Pay after Annual increment on	01.09.98	Rs.8300/-	-do-

Note:- Next date of Annual Increment : 01.09.1999.

T. S. S.
Secretary, 20.7.99
KEB.

Copy to:

1. The Chief Engineer, Electricity (General), KEB., Bangalore.
2. The Chief Financial Adviser, KEB., Bangalore.
3. The Chief Industrial Relations Officer, KEB, Bangalore.
4. The Chief Law Officer, KEB, Bangalore.
5. All Chief Engineers, Electricity, KEB.,
6. All Chief Controllers, KEB., Bangalore.
7. All Controllers, KEB.,
8. All Superintending Engineers, Electrical, KEB.,
9. All Deputy Controllers, KEB.,
10. All Executive Engineers, Electrical, KEB.,
11. All Accounts Officers, (Internal Audit), KEB.,
12. All Officers of Board Secretariat, KEB., Bangalore.
13. PS., to Chairman/Member(Finance)/Member (Distribution)/Member(Transmission)/Secretary/Addl. Secretary, KEB., Bangalore.
14. SA-II - Records

Copy for information to:

1. Sri. T.Hammanthappa, Member, KEB., Bangalore.
2. The General Secretary, KEBEU (659), KEB Engineers' Association, KEB Accounts Officers' Association, KEB SC/ST Employees Welfare Assn., Bangalore.

0453

KARNATAKA ELECTRICITY BOARD

KEB/B16/B5/7982/83-84

Board Secretariat,
Cauvery Bhavan,
Bangalore-9
Date: 04.10.1999

CIRCULAR

Sub: Protection of Additional Increment in terms of Board Order
No.KEB/B16/B5/7982/83-84 dated 13.08.1984.
Ref: Board Circular No.KEB/B16/B5/7982/83-84 dated 20.09.1999.

In Board Circular dated 20.09.1999 cited above it was clarified that the principles in G.O dated 29.03.1983 (adopted in BO No., KEB/B16/B5/7982/83/84 dated 13.08.1984) can be made applicable to such cases of pay fixation of employees/Officers whose additional increment is not reflected upon revision of pay scales w.e.f. 01.04.1998. In other words, their pay may be fixed at one stage above the minimum of the revised time scale of pay with effect from 01.04.1998.

In the illustration given in Board Circular dated 20.09.1999, the following, viz.,

Pay of an Assistant as on	01.06.95	Rs.2210/-	In scale Rs.1450-50-1700-60-2060-75-2510-100-3110-125-4110.
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May be corrected and read as:

Illustration-1.

Pay of an Assistant as on	01.09.95	Rs.2210/-	In scale Rs.1450-50-1700-60-2060-75-2510-100-3110-125-4110.
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M. Subramanian

Secretary,
KEB.

4/10/99

Copy to:

1. The Chief Engineer, Electricity (General), KEB., Bangalore.
2. The Chief Financial Adviser, KEB., Bangalore.
3. The Chief Industrial Relations Officer, KEB, Bangalore.
4. The Chief Law Officer, KEB, Bangalore.
5. All Chief Engineers, Electricity, KEB.,
6. All Chief Controllers, KEB., Bangalore.
7. All Controllers, KEB.,
8. All Superintending Engineers, Electrical, KEB.,
9. All Deputy Controllers, KEB.,
10. All Executive Engineers, Electrical, KEB.,
11. All Accounts Officers, (Internal Audit), KEB.,
12. All Officers of Board Secretariat, KEB., Bangalore.
13. PS., to Chairman/Member(Finance)/Member (Distribution)/Member(Transmission)/Secretary/Addl. Secretary, KEB., Bangalore.
14. SA-II - Records

Copy for information to:

1. Sri. T.Hanumanthappa, Member, KEB., Bangalore.
2. The General Secretary, KEBEU (659), KEB Engineers' Association, KEB Accounts Officers' Association, KEB SC/ST Employees Welfare Assn., Bangalore.

0454

ಟೆಲೆಫನ್ : 845-2435 ಕೆ.ಎ.ಬಿ.ಎನ್
ಗ್ರಾಂಪ್ : ಕೆ.ಪ್ಯಾನ್ಸ್



ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್, "ಕಾವೇರಿ ಭವನ",
ಬೆಂಗಳೂರು - 560,009

ಸಂಖ್ಯೆ: ಕುವಿಪ್ರನಿ/ಬಿ16/3590/98-99

ದಿನಾಂಕ: 18 JUN 2002

ನಿಯಂತ್ರಣಾಧಿಕಾರಿ
(ಆಂತರಿಕ ಪರಿಶೋಧನೆ).
ಕ.ಎ.ಪ್ರ.ನಿ.ನಿ.
ಕಾವೇರಿ ಭವನ,
ಬೆಂಗಳೂರು.

ಮಾನ್ಯರ,

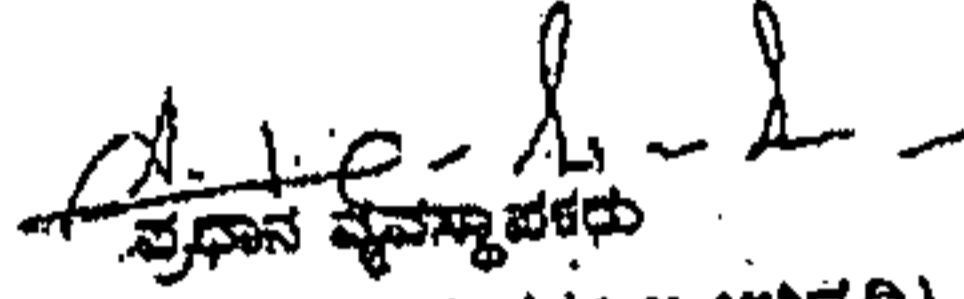
- ಎಚ್.ಯು: 01.04.1998 ರಿಂದ ಅನ್ವಯವಾಗುವ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯ ವಿಸ್ತರಿಸುವ ಬಗ್ಗೆ.
- ಉಲ್ಲೇಖ: 1. ಮಂಡಲಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/3590/98-99 ದಿನಾಂಕ: 06.02.1999.
2. ಮುಖ್ಯ ನಿಯಂತ್ರಣಾಧಿಕಾರಿ (ಆಂತರಿಕ ಪರಿಶೋಧನೆ) ರವರ ಪತ್ರ ಸಂಖ್ಯೆ: ಮುನಿ (ಆಂ.ಪ)/ಉಲನಿ/ಲಿಆ/218 ದಿನಾಂಕ: 21.09.2001.

ಮಂಡಲಯ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಮಂ/ಬಿ16/3590/98-99 ದಿನಾಂಕ: 06.02.1999 ರಲ್ಲಿ ದಿನಾಂಕ: 01.04.1998 ರಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ನಿಗಮದ ಅಧಿಕಾರಿಗಳ ವೇತನ ಶ್ರೇಣಿ ಹಾಗೂ ಇತರ ಛತ್ಕಗಳನ್ನು ಪರಿಷ್ಕರಿಸಲಾಗಿರುತ್ತದೆ. ಸದರಿ ಆದೇಶದ ಕಂಡಿಕೆ 3 ರಲ್ಲಿ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್ / ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ / ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಗಳಲ್ಲಿನ ಅಧಿಕಾರಿಗಳು ತಮ್ಮ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ದಿನಾಂಕ: 01.04.1998 ರಿಂದ 31.03.1999 ರ ಅವಧಿಯ ಒಳಗೆ ವೇತನದ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ್ದರೆ ಅವರ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಎಲಾಂಗೇಷನ್ ಮಾಡಿ ವೇತನವನ್ನು ಮುಂದಿನ ಉನ್ನತ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ (ಸಹಾಯಕ ಕಾರ್ಯ ನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ / ಲೆಕ್ಕಾಧಿಕಾರಿ / ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿ) ಸೂಕ್ತ ಹಂತದಲ್ಲಿ ನಿಗದಿ ಪಡಿಸಲು ಆದೇಶಿಸಲಾಗಿರುತ್ತದೆ.

ಮುಖ್ಯ ನಿಯಂತ್ರಣಾಧಿಕಾರಿ (ಆಂತರಿಕ ಪರಿಶೋಧನೆ), ಕ.ಎ.ಪ್ರ.ನಿ.ನಿ., ಇವರು ದಿನಾಂಕ: 21.09.2001 ರ ತಮ್ಮ ಪತ್ರದಲ್ಲಿ ಮಂಡಲಯ ದಿನಾಂಕ: 06.02.99 ರ ಆದೇಶದ ಕಂಡಿಕೆ-3 ರಂತೆ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯ ವಿಸ್ತರಿಸಿದಾಗ ದಿನಾಂಕ: 01.04.1998 ರಿಂದ ದಿನಾಂಕ: 31.03.1999 ರ ಅವಧಿಯ ಒಳಗೆ ಹಾಗೂ ದಿನಾಂಕ: 01.04.1999 ರ ನಂತರ ತಮ್ಮ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್ / ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ / ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಗಳಲ್ಲಿನ ಅಧಿಕಾರಿಗಳ ವಾರ್ಷಿಕ ಬಡ್ಡಿಯ ದರದಲ್ಲಿ ವೃತ್ತಾಂತ ಉಂಟಾಗಿ ವೇತನದಲ್ಲಿ ಅಸಂಗತತೆಯುಂಟಾಗುತ್ತದೆ ಎಂದು 29.1 ದಿನಾಂಕ: 01.04.1999 ರ ನಂತರವೂ ತಮ್ಮ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನದ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ ಅಧಿಕಾರಿಗಳೂ ಸಹ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯ ನೀಡಿ ವೇತನವನ್ನು ಮುಂದಿನ ಉನ್ನತ ಹುದ್ದೆಯಾದ ಸಹಾಯಕ ಕಾರ್ಯ ನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ / ಲೆಕ್ಕಾಧಿಕಾರಿ / ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಸೂಕ್ತ ಹಂತದಲ್ಲಿ ನಿಗದಿ ಪಡಿಸುವಂತೆ ಕೋರಿದ್ದರು.

ಸದರಿ ವಿಷಯವನ್ನು ನಿಗಮದಲ್ಲಿ ಕೂಲಂಕಷವಾಗಿ ಪರಿಶೀಲಿಸಿ ದಿನಾಂಕ: 01.04.1999 ರ ನಂತರವೂ ಕಮ್ಪ್ಯೂಟರ್‌ಯ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ / ತಲುಪುವ ಎಲ್ಲಾ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್ / ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ / ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಗಳಲ್ಲಿ ಕಾರ್ಯ ನಿರ್ವಹಿಸುವ ಅಧಿಕಾರಿಗಳೂ ಎಲಾಂಗೇಷನ್ ಸೌಲಭ್ಯ ನೀಡಿ ವೇತನವನ್ನು ಸಹಾಯಕ ಕಾರ್ಯ ನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ / ಲೆಕ್ಕಾಧಿಕಾರಿ / ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ ಸಮಾನಾಂತರ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿಯ ಸೂಕ್ತ ಹಂತದಲ್ಲಿ ನಿಗದಿ ಪಡಿಸಿ ವಾರ್ಷಿಕ ಬಡ್ಡಿಯನ್ನು ಮಂಜೂರು ಮಾಡಲು ನಿಗಮದ ಅನುಮೋದನೆಯನ್ನು ನೀಡಲಾಗಿದೆ.

ಕಮ್ಪ್ಯೂಟರ್.



ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು
(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ),
ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ.

ಪ್ರತಿಗಳು:

1. ಪ್ರಧಾನ ಇಂಜಿನಿಯರ್ (ಎಡ್ವೈಜ್ಡ್), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
2. ಮುಖ್ಯ ಕಾನೂನು ಸಲಹೆಗಾರರು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BECOM, MESCOM, HESCOM, GESCOM ಹಾಗೂ ನಿರ್ದೇಶಕರು, HESCOM.
3. ಮುಖ್ಯ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
4. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BECOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
5. ಮುಖ್ಯ ದಿವ್ಯಮೀರ ಬಾಂಧವ್ಯಾಧಿಕಾರಿ, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
6. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್ (ಎ), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BECOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
7. ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್ (ಎ), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BECOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
8. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BECOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
9. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್ (ಎ), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BECOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
10. ಎಲ್ಲಾ ಉಪಲಕ್ಷ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BECOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
11. ಎಲ್ಲಾ ಲೆಕ್ಕಾಧಿಕಾರಿಗಳು (ಆಂತರಿಕ ತನಿಖೆ), ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., BECOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
12. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ, ಅಧ್ಯಕ್ಷರು ಹಾಗೂ ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ನಿರ್ದೇಶಕರು (ಪ್ರಯೋಗ ಮತ್ತು ಮಾ.ತಂ.), ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು), ನಿರ್ದೇಶಕರು (ಪ್ರಸಾರಣ), ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾ.ಸಂ.ಅ.) / (ಕಾಂತ್ರಿಕ), ಕಂಪ್ಯೂಟರ್ ಕಾರ್ಯದರ್ಶಿ, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಕಾವೇರಿ ಭವನ, ಬೆಂಗಳೂರು.
13. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು/ನಿರ್ದೇಶಕರು (ತಾಂತ್ರಿಕ), BECOM, MESCOM, HESCOM ಹಾಗೂ GESCOM.
14. ನಿಗಮ ಕಾರ್ಯಾಲಯದ ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು.

KARNATAKA POWER TRANSMISSION CORPORATION LTD

Corporate Office,
Kaveri Bhavan,
Bangalore-560 009

Read:

1. Board Order No. KEB/B16/3589/98-99 dated 6.2.1999 revising the pay scales of workmen w.e.f. 1.4.1998.
2. Board Order No. KEB/B16/3590/98-99 dated 6.2.1999 revising the pay scales of officers w.e.f. 1.4.1998.
3. Board Order No. KEB/B16/3589/98-99 & KEB/B16/3590/98-99 dated 13.5.1999 sanctioning personal pay to workmen/officers in higher cadres/ holding higher scales but have got lower fixation of pay than the employees in lower cadres/holding lower scales although the element of pay drawn by them in the pre-revised scale by such employees were one and the same.
4. Board Circular No.KEB/B16/3589/98-99 dated 11.8.1999 clarifying certain aspects of pay fixation, applicability of allowances, etc.

Preamble:

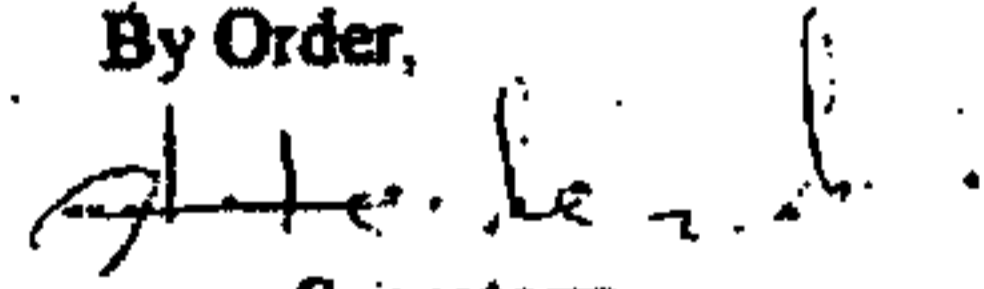
Consequent to the Revision of Pay Scales (RPS) of employees w.e.f 1.4.1998 certain officers/workmen in higher cadres/ holding higher scales have got lower fixation of pay than the employees in lower cadres/holding lower scales although the element of pay drawn by them in the pre-revised scale by such employees were one and the same. In view of this anomaly the Board in its orders dated 13.5.99 sanctioned an increase to an extent of this difference of pay in the form of 'Personal pay' to such workmen/officers in the higher cadre/scale. The order provides that such personal pay granted to the officer/workmen holding the higher cadre/scale shall be absorbable in the next revision of pay scales.

The KEBEU and the KEBAOA have referred to such instances of pay fixation on RPS where an employee in a higher cadre gets lower Revised pay than an employee drawing equal pay in a lower cadre in the pre-revised Pay Scales and have requested the Board to consider granting them next stage of pay in such cases. Pursuant to the above the matter was re-examined and found that it is desirable to eliminate the factor of personal pay and hence this order.

Board Order No. KPTCL/B16/3589/98-99 Bangalore, dated 30.10.2000

The Board is pleased to accord approval to sanction the Next Pay Stage in the time scale instead of Personal Pay sanctioned vide Board Orders dated 13.5.1999 in cases where an employee in a higher cadre/scale gets lower Revised pay than an employee drawing equal pay in a lower cadre/scale in the pre-revised pay scales consequent to fixation/ refixation of pay upon Revision of Pay Scales with effect from 1.4.1998.

By Order,



Secretary,
KPTCL

1. The Chief Engineer, Electricity (General), KPTCL., Bangalore.
2. The Chief Financial Adviser, KPTCL., Bangalore.

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KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

READ:

1. Board Order No. KEB/B16/3589/98-99 dated: 06.02.1999 revising the pay scales of the workmen of the Board with effect from 01.04.1998.
2. Letter No. KPTCEU/998-1003/02 dated: 31.12.2002 from the General Secretary, KPTC Employees' Union (Reg. No. 659) submitting a Charter of Demands requesting to revise the pay scales and other allowances, etc with effect from 01.04.2003.
3. Discussions held with Union and Associations on their demands.
4. Agenda notes for Board Meetings placed before the Board vide Subject No. 41/12, 45/09 and 46/09 held on 30.11.2004, 13.05.2005 and 09.08.2005 and Resolutions passed thereon.
5. Letter No. EN-221/EEB 2004 dated: 27.04.2006 of the Government of Karnataka according approval for revision of pay scales of KPTCL Employees with effect from 01.04.2003.
6. Discussions held with the representatives of KPTC Employees' Union (Reg. No.659) and Associations on 23.09.2006 regarding the revision of pay scales w.e.f., 01.04.2003.
7. Memorandum of Settlement dated: 25.09.2006 entered into between the Management of KPTCL and the KPTC Employees' Union (Reg. No. 659) regarding the revision of pay scales of workmen and other allied matters with effect from 01.04.2003.

ORDER NO. KPTCL/B16/4678/2006-07

BANGALORE, DATED: 27.09.2006

Corporation is pleased to approve the revision of pay scales as specified in ANNEXURE-1 appended to this order in respect of workmen who have been appointed to various posts by direct recruitment, by absorption and by promotion subject to the following conditions:

I DATE OF EFFECT :

- (a) The revised pay scales shall come into force from 01.04.2003.
- (b) These pay scales shall not apply to Part-time Workers, Contract Workers, Contract Junior Engineers, Gangmen, Casual Labourers, Probationary Mazdoors appointed on daily wages/monthly remuneration or consolidated wage basis and those who were not specifically covered by this order.

II FIXATION OF PAY:

The pay of the workmen shall be fixed in the corresponding revised scale of pay with effect from 01.04.2003 in the following manner:-

A To the 'Existing Basic Pay' Add 10% of the Existing Basic Pay

Note: 'Existing Basic Pay' for this purpose shall be arrived at after taking into account the annual increment/ elongation increment/ stagnation increment due, if any, as on 01.04.2003 in the existing scale, including personal pay, if any drawn as on 01.04.2003.

B After adding 10% increase to the Existing Basic Pay, the Revised Basic Pay shall be fixed with effect from 01.04.2003 in the corresponding Revised Scales (shown in Annexure-1 appended to this order) as follows;

- i) If the total arrived at 'A' above happens to be less than the minimum of the revised scale, the Basic Pay shall be fixed at the minimum of the revised scale.
- ii) If the total arrived at 'A' above happens to be one of the stages in the revised scale or is in between two stages in the revised scale, the Basic Pay shall be fixed at the next higher stage in the revised scale.
- iii) If an increment/stagnation increment/elongation increment would have been earned by a workman in the existing scale of pay in the normal course during the period from 01.04.2003 to 31.03.2004, his/her pay in the revised scale of pay shall, if advantageous to him/her, be re-fixed from the date of accrual of such increment, in accordance with the aforesaid pay fixation formula. In such cases, the percentage of increase admissible shall be determined on the basis of the pay drawn by the workmen as on the date of actual accrual of these increments during the period from 01.04.2003 to 31.03.2004.

The corresponding pay fixation in the revised pay scales with respect to the stages in the existing pay scales is shown in the chart at Annexure-1(A).

III ELONGATION OF TIME SCALES:

If a workman reaches the maximum of the time scale during the period of Memorandum of Settlement dated: 25.09.2006, his/her scale shall be elongated in respect of that workman as purely personal to him/her till the date of signing of the next Memorandum of Settlement subject to the condition that the elongation of the scale in respect of Junior Engineers and Assistant Engineers (Non-Graduates) shall be limited to the maximum of the time scale of the Assistant Executive Engineers.

IV DEARNESS ALLOWANCE :

The Payment of Dearness Allowance shall be regulated based on the pay in the revised scales with effect from 01.04.2003, at the rates and the pattern sanctioned by the Government of Karnataka from time to time, from the same dates from which it is made effective by the State Government. If the Government were to order, that a part or the whole of arrears of DA



sanctioned from a particular date should be invested in any form of Savings like NSC etc. or the entire amount becoming due shall be paid in cash to its employees, the same shall be adopted as applicable to the Corporation Workmen mutatis mutandis.

If the State Government changes the formula for payment of Dearness Allowance involving different rates of neutralization towards the Cost of Living index, such revised formula shall be extended to the Corporation workmen from the date from which such revision in DA formula is made applicable by the State Government to its employees.

In case the Government of Karnataka orders merger of DA with Basic Pay, the same benefit shall not be extended to the workmen of the Corporation. However, the rate of DA payable to the workmen after such merger by the Government shall be proportionately worked out to maintain parity in payment of DA with that prevailing in the Government of Karnataka.

HOUSE RENT ALLOWANCE:

The House Rent Allowance shall be regulated based on the pay in the revised scales at the rates and pattern prescribed by the Government of Karnataka, and adopted by the Corporation from time to time.

However, employees working in places where population is less than 25,000 (i.e. the places under 'E' Classification) shall be paid Rs.10/- (Rupees Ten) more, than the HRA prescribed by the Government of Karnataka.

VI CITY COMPENSATORY ALLOWANCE:

The City Compensatory Allowance shall be regulated based on the pay in the revised scales as per the table below and shall be revised at the same rates and pattern prescribed by the Government of Karnataka, and adopted by the Corporation from time to time.

Basic Pay Range	Amount of CCA in class of Cities (Rupees per month)		
	A	B1	B2
Rs.3440/- to Rs.4905/-	90	70	40
Rs.4906/- to Rs.6290/-	150	100	40
Rs.6291/- and above	200	150	40

VII OTHER ALLOWANCES:

The Allowances/Special pay to the extent noted against each of the following categories shall be paid with effect from 01.04.2003 subject to the workmen complying with the Rules and Regulations of the Corporation regarding grant of that Particular Allowance/ Special Pay and also subject to eligibility of such

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allowance/pay as per existing rules or as may be prescribed by the Corporation from time to time.

(a)	Cash duty Allowance	(i) to those who are incharge of Cash Duty including those who do the work of Trolley Cash Collection, and (ii) Rs. 55/- (Rupees Fifty Five only) per working day shall be paid to the workmen acting as a substitute when regular cashier proceeds on casual leave or other kinds of leave not exceeding seven days, subject to a maximum of Rs.220/- (Rupees Two Hundred and Twenty only)		at Rs. 220/- per month (Rupees Two Hundred and Twenty only)
(b)	Special Pay	to typists	-	at Rs. 145/- per month (Rupees one hundred and forty five only)
(c)	Special Pay	to Junior Personal Assistants and Senior Grade Typists	-	at Rs. 195/- per month (Rupees One Hundred and Ninety Five only)
(d)	Special Pay	to Senior Personal Assistants	-	at Rs. 220/- per month (Rupees Two Hundred and twenty only)
(e)	Special Pay	to Cyclostyling Worker	-	at Rs.80/- per month (Rupees Eighty only)
(f)	Special Pay	to Drivers (in lieu of overtime)	-	at Rs. 145/- per month (Rupees one hundred and forty five only)
(g)	Special Pay	to Lift Attendants/ Trolley Drivers	-	at Rs. 140/- per month (Rupees one hundred and forty only)
(h)	Special Pay	to Cleaners/ Auto Helpers (in lieu of Overtime)	-	at Rs. 135/- per month (Rupees one hundred and thirty five only)
(i)	Special Pay	to Junior Engineers (Hotline Work)	-	at Rs. 220/- per month (Rupees Two Hundred and Twenty only)
(j)	Special Pay	to Mechanic Gr-I (Hotline Work)	-	at Rs. 165/- per month (Rupees One Hundred and Sixty Five only)
(k)	Special Pay	to Mechanic Gr-II (Hotline Work)	-	at Rs. 165/- per month (Rupees One Hundred and Sixty Five only)
(l)	Special Pay	to Medical Staff Class-IV employees	-	at Rs. 85/- per month (Rupees Eighty Five only)

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(m)	Personal Allowance	to Senior Assistants (Concurrent Audit/Inspection Wing including Senior Assistants working in Internal Audit, Bangalore)	-	at Rs. 145/- per month (Rupees One Hundred and Forty Five only)
(n)	Special Pay	to Assistants incharge of safe custody of the valuable documents in the office of the Financial Adviser (A & R), KPTCL, Bangalore	-	at Rs. 145/- per month (Rupees One Hundred and Forty Five only)
(o)	Special Pay	to Assistant Store Keepers	-	at Rs.135/- per month (Rupees One Hundred and Thirty Five only)
(p)	Special Pay	to Store Keeper Gr-II	-	at Rs. 145/- per month (Rupees One Hundred and Forty Five only)
(q)	Special Pay	to Store Keeper Gr-I	-	at Rs. 185/- per month (Rupees One Hundred and Eighty Five only)
(r)	Special Pay	Xerox Machine Operator (to a post to be designated in Head Office)	-	Rs.45/- per month (Rupees Forty Five only)
(s)	Special Pay	to NCR Machine Mechanic	-	Rs.75/- per month (Rupees Seventy Five only)
(t)	Special Pay	to workmen doing the duties of Telex Operators (in addition to other special pay/allowances if any drawn)	-	Rs.70/- per month (Rupees Seventy only)
(u)	Personal Allowance	to Junior Personal Assistants, Corporate Office.	-	Rs. 165/- per month (Rupees One Hundred and Sixty Five only)
(v)	Personal Allowance	to Senior Assistants/ Assistants, Corporate Office.	-	Rs.165/- per month (Rupees One Hundred and Sixty Five only)
(w)	Personal Allowance	to Junior Assistants, Corporate Office.	-	Rs.110/- per month (Rupees One Hundred and Ten only)
(x)	Personal Allowance	to Typists, Corporate Office.	-	Rs.110/- per month (Rupees One Hundred and Ten only)
(y)	Special Pay	(1) Office Attendant Gr.II (2) Office Attendant Gr.I (3) Daffedar	(1) (2) (3)	Rs.85/- per month (Rupees Eighty Five only) Rs.110/- per month (Rupees One Hundred and Ten only) Rs.165/- per month (Rupees One Hundred and Sixty Five only)

Note:

- i) Personal Allowance to Junior Personal Assistant /Senior Assistant /Assistant /Junior Assistant /Typist working in Corporate Office above which is not in the Memorandum of

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Settlement dated 25.09.2006 is included in this Order with a 10% enhancement since the same was sanctioned in Order No.KEB/B16/3589/98-99 dated 13.04.1999.

- ii) The Special Pay mentioned at (y) above which is not in the Memorandum of Settlement dated 25.09.2006 is included in this Order with a 10% enhancement since the same was sanctioned in Order No.KEB/B16/3589/98-99 dated 06.02.1999, and extended to OA Gr.II, OA Gr.I and Daffedars attached to Corporate office.

VIII SHIFT ALLOWANCE:

Shift Allowance to the workmen doing shift duties in evening and night shifts (including Watch & Ward/Medical Staff/Service stations/Telex Operators) shall be paid at 5% of basic pay subject to minimum of Rs.10/- (Rupees Ten) per shift, under Regulation 71 of the KEBESRs.

IX HOT STICK ALLOWANCE:

Hotline staff who work on Hot lines shall be paid "Hot Stick Allowance" of Rs.85/-(Rupees Eighty Five only) per day of work on the Hot Lines.

X CONVEYANCE ALLOWANCE:

- (a) Conveyance Allowance at the following rates shall be paid to the workmen, (except the maintenance men working in O&M and Transmission lines) who own, maintain and use the particular type of vehicle, for discharging Board work.

(i)	Motor Cycle/ Scooter	Rs.385/- Per month (Rupees Three Hundred and Eighty Five only)
(ii)	Moped	Rs.140/- Per month (Rupees One Hundred and Forty only)
(iii)	Bicycle	Rs. 85/- Per month (Rupees Eighty Five only)

Note: In the Settlement dated 25.09.2006, though it is agreed to pay Rs.330/- per month as Conveyance Allowance for maintaining Motor Cycle/Scooter now Rs.385/- has been sanctioned in this order as Conveyance Allowance for maintaining Motor Cycle/Scooter as against Rs.350/- sanctioned vide B.O. No.KEB/B16/3589/98-99 dated 06.02.1999.

- (b) Conveyance-cum-Field Allowance shall be paid to Maintenance Men working in O&M and who are eligible for Conveyance Allowance at 5% of basic pay subject to a maximum of Rs.220/- (Rupees Two Hundred and Twenty only) per month.
- (c) Conveyance-cum-Field Allowance shall be paid to maintenance men working in Transmission Lines (irrespective of whether they are drawing Conveyance Allowance or not at present) at 5% of their basic pay subject



to a maximum of Rs. 220/- (Rupees Two Hundred and Twenty only) per month.

Note:

- (1) The workmen who are entrusted with the duty of delivery of tappal shall be paid conveyance allowance at Rs.85/- (Rupees Eighty Five) per month and in case of absence of regular incumbent, the substitute shall be paid conveyance allowance of Rs.10/- (Rupees Ten) per working day subject to a maximum of Rs.85/- (Rupees Eighty Five) per month.
- (2) The Operators/ Overseers deputed to do Meter Reading work shall be paid conveyance allowance of Rs.10/- (Rupees Ten) per working day subject to a maximum of Rs.85/- (Rupees Eighty Five) per month.
- (3) The workmen entrusted with Cash Duty shall be paid conveyance allowance of Rs.140/- (Rupees One Hundred and Forty only) per month. A substitute in the absence of regular cashier shall be paid conveyance allowance of Rs.10/- (Rupees Ten) per working day subject to a maximum of Rs.140/- (Rupees One Hundred and Forty only) per month.
- (4) Conveyance Allowance shall be admissible to civil staff and Junior Engineer (Elec.) working in service stations.

XI WASHING ALLOWANCE:

Washing Allowance shall be paid at Rs.55/- (Rupees Fifty Five) per month wherever the same is admissible at present.

XII SPECIAL LOCALITY ALLOWANCE:

- (i) Special Locality allowance shall be paid at 15% (Fifteen percent) of Basic Pay subject to a maximum of Rs.550/- (Rupees Five Hundred and Fifty only) per month to the workmen in the following places:
 - (a) MGHE Works, Jog Falls (including Pre-University College, Jog).
 - (b) Hulical
 - (c) Gogi Branch
 - (d) Hunasagi
 - (e) Kadra
 - (f) Kodasalli
 - (g) Gerusoppa
 - (h) Somanahally
 - (i) Varahi Project
 - (j) Shaktinagara and
 - (k) Masthikatte
- (ii) Special Locality Allowance shall be paid at 7.5% (Seven and a half percent) of the basic pay subject to a maximum of Rs.440/- (Rupees Four Hundred and Forty only) per month to the workmen in the following places:
 - (a) Ghataprabha



- (b) Dandeli
- (c) Supa
- (d) Malleswara (Kudremukh Project)
- (e) Shimsha and Sivasamudram
- (f) Munirabad
- (g) Upper Krishna Project
- (h) B.R.Project
- (i) T.K.Hally
- (j) Tippagondanahally (66/2.3 KV Station only)

XIII HILL ALLOWANCE:

Hill Allowance wherever admissible at present shall be paid to the workmen at the following rates:

(a)	Workmen drawing basic pay below Rs.4045/- per month	Rs.140/- per month (Rupees One hundred and Forty only)
(b)	Workmen drawing basic pay of Rs.4046/- and above per month	Rs. 195/- per month (Rupees One Hundred and Ninety Five only)

XIV RURAL ALLOWANCE:

Rural Allowance of Rs.110/- (Rupees One Hundred and Ten only) per month shall be paid to workmen who are posted to Rural areas where the population of the Town/Village is less than 3000 (population figure taken according to 1991 census).

XV CONSTRUCTION ALLOWANCE:

Construction Allowance shall be paid at the following rates:

(a)	At Jog Falls and Munirabad	12% (Twelve Percent) of Basic Pay subject to a maximum of Rs, 440/- (Rupees Four Hundred and Forty only) per month.
(b)	At Other specified places	6% (six Percent) of Basic Pay subject to a maximum of Rs.385/- (Rupees Three Hundred and Eighty Five only) per month.

XVI DIP AND DIVING ALLOWANCE:

Dip and Diving Allowance shall be paid at the following rates whenever the workmen are called upon to work in water conductor system.

(a)	Diving Allowance to Divers	Rs.140/- (Rupees One hundred forty only) per month.
(b)	Dip Allowance	Rs.85/- (Rupees Eighty five) per hour.

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XVII SPECIALISED WORK ALLOWANCE & HAZARDOUS ALLOWANCE

(1) SPECIALISED WORK ALLOWANCE:

Specialised Work Allowance at 5% of Basic Pay subject to a maximum of Rs.550/- (Rupees Five Hundred and fifty only) per month shall be paid to the workmen wherever the same is admissible.

Note:

Ceiling on Specialised Work Allowance which is not enhanced in the Settlement dated 25.09.2008 is enhanced by 10% in this order as the same was sanctioned in Order No.KEB/B16/3589/98-99 dated 13.04.1999.

(2) HAZARDOUS ALLOWANCE:

Hazardous Allowance shall be paid to the workmen working in DG Plant, Yelahanka who are directly involved in the maintenance of DG Plant and also to those who are performing shift duties at DG Plant, Yelahanka at the following rates:

- a. To those who have put in less than 5 (five) years of service in the DG Plant, Yelahanka at 7.5% of the Basic Pay subject to a maximum of Rs.550/- per month.
- b. To those who have put in 5 (five) years of service or more in the DG Plant, Yelahanka at 10% of the Basic Pay subject to a maximum of Rs.1100/- per month.

Note:

Ceiling on Hazardous Allowance which is not enhanced in the Settlement dated 25.09.2008 is enhanced by 10% in this order as the same is covered in the KEBESRs.

XVIII RETIREMENT/ TERMINAL BENEFITS:

- (a) The workmen retiring from service shall be presented with a memento costing not more than Rs. 2,200/- (Rupees Two Thousand Two Hundred only).
- (b) Pensionary benefits including family Pension etc, shall be regulated as prevailing in the State Government from time to time.

Note: The enhancement in ceiling limit of Retirement Gratuity/Death Gratuity from Rs.2.5 lakhs to Rs.3.5 lakhs vide order No KPTCL/B16/3593/98-99 dated 17.11.2003, shall continue to be applicable as per the terms and date of effect mentioned therein.



XIX AMENITIES AND FACILITIES:

(a) House Rent Recovery:

House Rent shall not be recovered from the workmen who are drawing a Basic Pay of Rs.6,175/- (Rupees Six Thousand One hundred and Seventy Five only) and below per month, if they are provided with Corporation quarters. Such workmen will not be entitled to payment of House Rent Allowance.

(b) Reimbursement of charges for Uniform and Footwear:

The stitching charges and cost of footwear, etc, shall be reimbursed to those workmen who are eligible for supply of uniforms at the following rates:

(i)	Stitching charges for two sets of men uniforms wherever provided	Rs.305/- (Rupees Three hundred and Five only)
(ii)	Purchase of Chappals (one pair) wherever provided	Rs.165/- (Rupees One Hundred and Sixty Five only)
(iii)	Purchase of Shoes (One pair) wherever provided	Rs.305/- (Rupees Three Hundred and Five only)
(iv)	Purchase of Saree with Blouse pieces and petticoats (Two numbers each) to women employees	Rs.550/- (for two sets) (Rupees Five Hundred and Fifty only)

Note:

- (1) Workmen working in Transmission Line maintenance shall be issued one pair of shoes instead of one pair of chappals for protection from reptiles.
- (2) Workmen actually working in stores in releasing and filling of transformer oil and MT staff working in transformer repair section shall be issued one pair of PVC moulded shoes once in two years.

XX ACCIDENT GRANT:

(a) A Workman who meets with an accident while on duty is injured severely he/she may obtain medical treatment in any of the Hospitals as per the advice of the Authorised Medical Attendant of the Corporation and the entire expenditure shall be met by the Corporation.

(b) Accident grant to such hospitalized workmen shall be paid as follows:

- (i) Rs.1,100/- (Rupees One Thousand One Hundred only) shall be paid where the workman is hospitalized for a period upto and inclusive of seven days.



(ii) Rs.1,320/- (Rupees One Thousand Three Hundred and Twenty only) shall be paid in case of hospitalization for a period more than seven days.

Injury leave/Special Disability leave with full pay and allowances shall be sanctioned to the injured workman for the entire period of his/her hospitalization and treatment.

I PAYMENT OF EXGRATIA FOR FUNERAL EXPENSES:

When a workman dies while in service, the dependents of the deceased workman shall be paid Rs.2,200/- (Rupees Two Thousand Two Hundred only) to meet the funeral expenses and a wreath costing not more than Rs.110/- (Rupees One Hundred and Ten only) shall be placed on the body of the workman.

XXII EDUCATIONAL ADVANCE:

The eligibility of pay limit of workmen for granting education advance shall be raised from the present level of Rs.5375/- to Rs.5960/-.

Sanction of conveyance allowance, memento, stitching charges, purchase of shoes, accident grant and funeral expenses shall be made effective from the date of this order.

Any other allowances and Special Pay which are being paid by the Corporation at present in the form of a fixed amount and not mentioned in this order shall continue to be paid at 10% above the existing amount rounded off to the next five rupees. Any other allowances and Special Pay which are being paid by the Corporation at present as a specified percentage and not mentioned in this order shall continue to be paid at the same percentage subject to the enhancement of ceiling limit by 10%, rounded off to the next five rupees. Such allowances and Special Pay shall be paid subject to the workmen complying with the Rules and Regulations regarding grant of the same.

The revised pay shall be drawn in the monthly salary bills from the month of October 2006 and onwards. Separate orders will be issued with regard to payment of arrears for the period from 1st April 2003 to 30th September 2006.



Any doubt or difficulty arises relating to the interpretation or implementation of any of the clauses/ provisions of this Order the same shall be referred to the General Manager (Admn. & HRD), KPTCL for clarification.

The Board Order dated 06.02.1999 in the matter of revision of pay scales of workmen w.e.f., 01.04.1998 has been followed mutatis-mutandis while issuing this order as requested by of the Employees Union.

BY ORDER,


GENERAL MANAGER
(ADMN. & HRD)

Copies to:

1. All the Managing Directors, ESCOMs and VNL
2. All Directors (Technical) /Financial Advisers, KPTCL/ESCOMs.
3. All Chief Engineers Electy., KPTCL/ESCOMs
4. All Superintending Engineers/Controllers, KPTCL/ESCOMs.
5. All Executive Engineers/ Deputy Controllers, KPTCL/ESCOMs.
6. All Accounts Officers, KPTCL/ESCOMs.
7. PS to MD,D(P & IT) /D(T)/D(F), KPTCL
8. PS to D(Law)/IGP, Vigilance/Chief Conservator of Forests, KPTCL
9. PS to GM (A & HRD)/ Company Secretary, KPTCL
10. All Officers, Corporate Office.
11. SA-2, Records/ website

Copy for information to:

1. The General Secretary, KPTC Employees' Union, (Reg.No. 659).
2. The General Secretary, KEB Engineers' Association.
3. The General Secretary, KPTCL Accounts Officers' Association.
4. The General Secretary, KEB SC/ST Employees Welfare Association.

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

ANNEXURE-I TO BOARD ORDER NO. KPTCL/B16/4678/2006-07, DATED: 27.09.2006

REVISED SCALES OF PAY EFFECTIVE FROM 01.04.2003 TO VARIOUS CATEGORIES OF MONTHLY RATED WORKMEN OF THE KARNATAKA POWER TRANSMISSION CORPORATION LIMITED WHO HAVE BEEN APPOINTED BY DIRECT RECRUITMENT BY PROMOTION AND BY ABSORPTION.

SL NO.	DESIGNATION	EXISTING PAY SCALES	REVISED PAY SCALES w.e.f. 01.04.2003
1	Mafi Gr-II, Fieldman Gr-III, Caretaker, Dhobi, Ward Attendant, Sanitary Worker Watchman(Office/Security/Stores) Office Attendant Gr-II	Rs.3125-60-3425-75- 3800-100-4300-125- 4925-150-6575.	Rs.3440-70-3790-85- 4215-110-4765-140- 5465-165-7280 4300-90-4750-110- 5300-140-6000-180- 6000-210-7210
2	Station Attendant Gr-II, Assistant Lineman. Attendant Gr-II (TCD), Attendant Gr-II (RT), Attendant Gr-II (MT), Helper (Stores), Helper (Workshop), Mali Gr-I, Fieldman Gr-II, Helper (Civil), Maity, Cook, Cleaner/Auto Helper, Security/Head Guard.	Rs.3365-60-3425-75- 3800-100-4300-125- 4925-150-7025	Rs.3720-70-3790-85- 4215-110-4765-140- 5465-165-7775 4660-90-4750-110- 5300-140-6000-180- 6900-210-9840
3	Station Attendant Gr-I, Lineman, Attendant Gr-I (TCD), Attendant Gr-I (RT), Attendant Gr-I (MT), Cutter, Hammerman, Black Smith Gr-II, Machine Operator, Store Attendant Gr-I Driller, Puncher, Fitter Gr-III, Painter Gr-II Grinder, Sheet Metal Worker, Tinker Gr-II,	Rs.3425-75-3800-100- 4300-125-4925-150- 5825-175-7925	Rs.3790-85-4215-110- 4765-140-5465-165- 6455-195-8795 4730-110-5300-140- 6000-180-6700-210-9820 8240-110-9500

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	Carpenter Gr-III, Attendant Gr-I (Workshop), Civil Mate, Plumber-sum-Fitter Gr-III, Fieldman Gr-I, Maistry Gr-III, Bar Bender-cum-Vibrator, Attendant Gr-I, Butler, Cook-cum-Caretaker, Attendant Gr-I (Tool Keeper) Jamedar (Watch and Ward), Head Watchman, Darkroom Assistant, Lift Attendant, Daftary, Office Attendant Gr-I		
4	Station Mechanic Gr-II, Crane Operator Gr-II, Plumber Gr-II, Painter Gr-I, Line Mechanic Gr-II, Mechanic Gr-II (TCD), Mechanic Gr-II (RT), Mechanic Gr-II (MT), Maistry Gr-II, Welder Gr-II, Turner Gr-II, Blacksmith Gr-I, Carpenter Gr-II, Mechanic-cum-Machinist Gr-II, Painter Gr-I, Fitter Gr-II, Tinker Gr-I, Maistry (Civil) Gr-II, Mason Gr-II, Maistry (Health) Gr-II, Driver Gr-II, Auto Mechanic Gr-II, Junior Assistant, Typist, Plumber-cum-Fitter, Daffedar	Rs.3800-100-4300-125- 4925-150-5825-175- 7050-250-8800-300- 9700	Rs.4215-110-4765-140- 5465-165-6455-195- 7820-275-9745-330- 10735 5200-140-6000-180- 6430-210-7940-240-
5	Station Mechanic Gr-I, Crane Operator Gr-I, Plumber Gr-I, Line Mechanic Gr-I, Mechanic Gr-I (TCD), Mechanic Gr-I (MT), Mechanic Gr-I (RT), Maistry Gr-I,	Rs.3900-100-4300-125- 4925-150-5825-175- 7050-250-8800-300- 9700	Rs.4325-110-4765-140- 5465-165-6455-195- 7820-275-9745-330- 10735

Wagon

	Fitter Gr-I, Carpenter Gr-I, Turner Gr-I, Welder Gr-I, Maistry (Civil) Gr-I, Mason Gr-I, Plumber Gr-I, Auto Mechanic Gr-I, Operator/Overseers/Meter Readers/ Asst. Store Keeper, Tracer (Civil), Tracer /Blue Printer, Asst. Draughtsman, Mechanic-sum-Machinist Gr-I		
6	Asst. Cable Jointer, Hot Line Mechanic Gr-II Assistants, Junior Personal Assistant, Senior Grade Typist.	Rs.4300-125-4925-150- 5825-175-7050-250- 8800-300-10600	Rs.4765-140-5465-165- 6455-195-7820-275- 9745-330-11725
7	Cable Jointer, Hot Line Mechanic Gr-I, Sr. Mechanic, Sr. Mechanic (TCD), Sr. Mechanic (MT), Sr. Mechanic (RT), Instrument Mechanic, Asst. Foreman, Sr. Mechanic (Workshop), Driver Gr-I, Asst. Foreman (Transport), Draughtsman, Draughtsman (Civil), Sr. Maistry Gr-I	Rs.4550-125-4925-150- 5825-175-7050-250- 8800-300-10600	Rs.5045-140-5465-165- 6455-195-7820-275- 9745-330-11725
8	Jr. Engineer (Elec.)/ Store Keeper Gr-II, Jr. Engineer (Civil), Special Grade Driver, Senior Assistant, Senior Draughtsman, Senior Draughtsman (Civil)	Rs.4925-150-5825-175- 7050-250-8800-300- 10600-350-12000	Rs.5465-165-6455-195- 7820-275-9745-330- 11725-385-13265
9	Merit Grade Mechanic	Rs.5075-150-5825-175- 7050-250-8800-300- 10600-350-12000	Rs.5630-165-6455-195- 7820-275-9745-330- 11725-385-13265
10	Assistant Engineer (NG)/ Store Keeper Gr-I, Head Draughtsman	Rs.7800-250-8800-300- 10600-350-12000-400- 13600	Rs.8645-275-9745-330- 11725-385-13265-440- 15025

Note: As per Settlement dated 06.02.1999 the scale of Asst.Engr.(NG) was fixed at Rs.7550-250-8800-300-10600-350-12000-400-13600 whereas the Asst.Engr.(NG) have been granted the scale of Rs.7800-250-8800-300-10600-350-12000-400-13600 extended to Asst. Engr.(Graduates) in B.O. No.KEB/B16/3590/98-99 dated 06.02.1999.

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1. If the Designation of any category of Workman is not included in the above, the Workman shall be given the revised scale of pay corresponding to his existing scale of pay in this order.
2. If and when the scale of Assistant Engineers (Graduates) is revised, Assistant Engineers (NG's) will also be given the same scale and remuneration subject to the elongation Clause stipulated under Clause II.
3. Workmen borne on Work charged Establishment will be given revised scale of pay corresponding to his existing scale of pay.

Note: The Board Order dated 08.02.1999 in the matter of revision of pay scales of workmen w.e.f., 01.04.1998 has been followed mutatis-mutandis while issuing this order as requested by the Employees Union.

Man 27/9/06
GENERAL MANAGER
(ADMN. & HRD)

0473

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 1(A) to order No. KPTCL/B16/4678/2006-07 dtd 27/09/2006

Existing Scale No. 1 : 3125-60-3425-75-3800-100-4300-125-4925-150-6575
 Revised Scale NO. 1 : 3440-70-3790-85-4215-110-4765-140-5465-165-7280

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	3,125.00	3,440.00
2	3,185.00	3,510.00
3	3,245.00	3,580.00
4	3,305.00	3,650.00
5	3,365.00	3,720.00
6	3,425.00	3,790.00
7	3,500.00	3,875.00
8	3,575.00	3,960.00
9	3,650.00	4,045.00
10	3,725.00	4,130.00
11	3,800.00	4,215.00
12	3,900.00	4,325.00
13	4,000.00	4,435.00
14	4,100.00	4,545.00
15	4,200.00	4,655.00
16	4,300.00	4,765.00
17	4,425.00	4,905.00
18	4,550.00	5,045.00
19	4,675.00	5,185.00
20	4,800.00	5,325.00
21	4,925.00	5,465.00
22	5,075.00	5,630.00
23	5,225.00	5,795.00
24	5,375.00	5,960.00
25	5,525.00	6,125.00
26	5,675.00	6,290.00
27	5,825.00	6,455.00
28	5,975.00	6,620.00
29	6,125.00	6,785.00
30	6,275.00	6,950.00
31	6,425.00	7,115.00
32	6,575.00	7,280.00

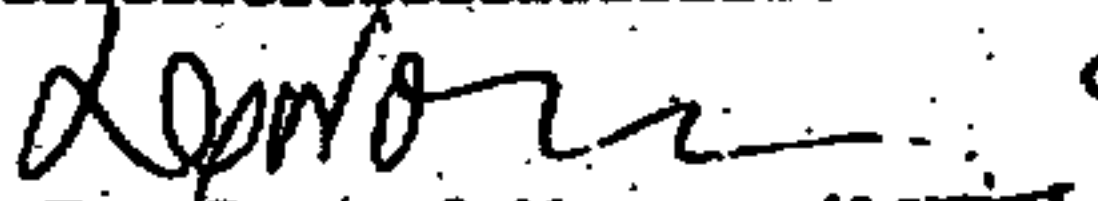
[Signature] 27/09/06
 For General Manager (ASRD)
 KPTCL

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 1(A) to order No. KPTCL/B16/4678/2006-07 dtd 27/09/2006

Existing Scale No. 2 : 3365-60-3425-75-3800-100-4300-125-4925-150-7025
 Revised Scale NO. 2 : 3720-70-3790-85-4215-110-4765-140-5465-165-7775

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	3,365.00	3,720.00
2	3,425.00	3,790.00
3	3,500.00	3,875.00
4	3,575.00	3,960.00
5	3,650.00	4,045.00
6	3,725.00	4,130.00
7	3,800.00	4,215.00
8	3,900.00	4,325.00
9	4,000.00	4,435.00
10	4,100.00	4,545.00
11	4,200.00	4,655.00
12	4,300.00	4,765.00
13	4,425.00	4,905.00
14	4,550.00	5,045.00
15	4,675.00	5,185.00
16	4,800.00	5,325.00
17	4,925.00	5,465.00
18	5,075.00	5,630.00
19	5,225.00	5,795.00
20	5,375.00	5,960.00
21	5,525.00	6,125.00
22	5,675.00	6,290.00
23	5,825.00	6,455.00
24	5,975.00	6,620.00
25	6,125.00	6,785.00
26	6,275.00	6,950.00
27	6,425.00	7,115.00
28	6,575.00	7,280.00
29	6,725.00	7,445.00
30	6,875.00	7,610.00
31	7,025.00	7,775.00


 For General Manager (ASHD) 27/09/06
 KPTCL

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - I(A) to order No. KPTCL/B16/4678/2006-07 dtd 27/09/2006

Existing Scale No. 3 : 3425-75-3800-100-4300-125-4925-150-5825-175-7925

Revised Scale NO. 3 : 3790-85-4215-110-4765-140-5465-165-6455-195-8795

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	3,425.00	3,790.00
2	3,500.00	3,875.00
3	3,575.00	3,960.00
4	3,650.00	4,045.00
5	3,725.00	4,130.00
6	3,800.00	4,215.00
7	3,900.00	4,325.00
8	4,000.00	4,435.00
9	4,100.00	4,545.00
10	4,200.00	4,655.00
11	4,300.00	4,765.00
12	4,425.00	4,905.00
13	4,550.00	5,045.00
14	4,675.00	5,185.00
15	4,800.00	5,325.00
16	4,925.00	5,465.00
17	5,075.00	5,630.00
18	5,225.00	5,795.00
19	5,375.00	5,960.00
20	5,525.00	6,125.00
21	5,675.00	6,290.00
22	5,825.00	6,455.00
23	6,000.00	6,650.00
24	6,175.00	6,845.00
25	6,350.00	7,040.00
26	6,525.00	7,235.00
27	6,700.00	7,430.00
28	6,875.00	7,625.00
29	7,050.00	7,820.00
30	7,225.00	8,015.00
31	7,400.00	8,210.00
32	7,575.00	8,405.00
33	7,750.00	8,600.00
34	7,925.00	8,795.00

[Signature]
 For General Manager (ALHRD) 27/09/06
 KPTCL

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 1(A) to order No. KPTCL/B16/4678/2006-07 dtd 27/09/2006

Existing Scale No. 4 : 3800-100-4300-125-4925-150-5825-175-7050-250-8800-300-9700
 Revised Scale NO. 4 : 4215-110-4765-140-5465-165-6455-195-7820-275-9745-330-10735

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	3,800.00	4,215.00
2	3,900.00	4,325.00
3	4,000.00	4,435.00
4	4,100.00	4,545.00
5	4,200.00	4,655.00
6	4,300.00	4,765.00
7	4,425.00	4,905.00
8	4,550.00	5,045.00
9	4,675.00	5,185.00
10	4,800.00	5,325.00
11	4,925.00	5,465.00
12	5,075.00	5,630.00
13	5,225.00	5,795.00
14	5,375.00	5,960.00
15	5,525.00	6,125.00
16	5,675.00	6,290.00
17	5,825.00	6,455.00
18	6,000.00	6,650.00
19	6,175.00	6,845.00
20	6,350.00	7,040.00
21	6,525.00	7,235.00
22	6,700.00	7,430.00
23	6,875.00	7,625.00
24	7,050.00	7,820.00
25	7,300.00	8,095.00
26	7,550.00	8,370.00
27	7,800.00	8,645.00
28	8,050.00	8,920.00
29	8,300.00	9,195.00
30	8,550.00	9,470.00
31	8,800.00	9,745.00
32	9,100.00	10,075.00
33	9,400.00	10,405.00
34	9,700.00	10,735.00

[Signature]
 For General Manager (ASHRD) 27/09/06
 KPTCL

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 1(A) to order No. KPTCL/B16/4678/2006-07 dtd 27/09/2006

Existing Scale No. 5 : 3900-100-4300-125-4925-150-5825-175-7050-250-8800-300-9700
 Revised Scale NO. 5 : 4325-110-4765-140-5465-165-6455-195-7820-275-9745-330-10735

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	3,900.00	4,325.00
2	4,000.00	4,435.00
3	4,100.00	4,545.00
4	4,200.00	4,655.00
5	4,300.00	4,765.00
6	4,425.00	4,905.00
7	4,550.00	5,045.00
8	4,675.00	5,185.00
9	4,800.00	5,325.00
10	4,925.00	5,465.00
11	5,075.00	5,630.00
12	5,225.00	5,795.00
13	5,375.00	5,960.00
14	5,525.00	6,125.00
15	5,675.00	6,290.00
16	5,825.00	6,455.00
17	6,000.00	6,650.00
18	6,175.00	6,845.00
19	6,350.00	7,040.00
20	6,525.00	7,235.00
21	6,700.00	7,430.00
22	6,875.00	7,625.00
23	7,050.00	7,820.00
24	7,300.00	8,095.00
25	7,550.00	8,370.00
26	7,800.00	8,645.00
27	8,050.00	8,920.00
28	8,300.00	9,195.00
29	8,550.00	9,470.00
30	8,800.00	9,745.00
31	9,100.00	10,075.00
32	9,400.00	10,405.00
33	9,700.00	10,735.00

[Signature]
 For General Manager (A&HRD)
 KPTCL
 27/09/06

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KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 1(A) to order No. KPTCL/B16/4678/2006-07 dtd 27/09/2006

Existing Scale No. 6 : 4300-125-4925-150-5825-175-7050-250-8800-300-10600
 Revised Scale NO. 6 : 4765-140-5465-165-6455-195-7820-275-9745-330-11725

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	4,300.00	4,765.00
2	4,425.00	4,905.00
3	4,550.00	5,045.00
4	4,675.00	5,185.00
5	4,800.00	5,325.00
6	4,925.00	5,465.00
7	5,075.00	5,630.00
8	5,225.00	5,795.00
9	5,375.00	5,960.00
10	5,525.00	6,125.00
11	5,675.00	6,290.00
12	5,825.00	6,455.00
13	6,000.00	6,650.00
14	6,175.00	6,845.00
15	6,350.00	7,040.00
16	6,525.00	7,235.00
17	6,700.00	7,430.00
18	6,875.00	7,625.00
19	7,050.00	7,820.00
20	7,300.00	8,095.00
21	7,550.00	8,370.00
22	7,800.00	8,645.00
23	8,050.00	8,920.00
24	8,300.00	9,195.00
25	8,550.00	9,470.00
26	8,800.00	9,745.00
27	9,100.00	10,075.00
28	9,400.00	10,405.00
29	9,700.00	10,735.00
30	10,000.00	11,065.00
31	10,300.00	11,395.00
32	10,600.00	11,725.00

[Signature]
 For General Manager (AHRD) 27/9/06
 KPTCL

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 1(A) to order No. KPTCL/B16/4678/2006-07 dtd 27/09/2006

Existing Scale No. 7 : 4550-125-4925-150-5825-175-7050-250-8800-300-10600
Revised Scale NO. 7 : 5045-140-5465-165-6455-195-7820-275-9745-330-11725

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	4,550.00	5,045.00
2	4,675.00	5,185.00
3	4,800.00	5,325.00
4	4,925.00	5,465.00
5	5,075.00	5,630.00
6	5,225.00	5,795.00
7	5,375.00	5,960.00
8	5,525.00	6,125.00
9	5,675.00	6,290.00
10	5,825.00	6,455.00
11	6,000.00	6,650.00
12	6,175.00	6,845.00
13	6,350.00	7,040.00
14	6,525.00	7,235.00
15	6,700.00	7,430.00
16	6,875.00	7,625.00
17	7,050.00	7,820.00
18	7,300.00	8,095.00
19	7,550.00	8,370.00
20	7,800.00	8,645.00
21	8,050.00	8,920.00
22	8,300.00	9,195.00
23	8,550.00	9,470.00
24	8,800.00	9,745.00
25	9,100.00	10,075.00
26	9,400.00	10,405.00
27	9,700.00	10,735.00
28	10,000.00	11,065.00
29	10,300.00	11,395.00
30	10,600.00	11,725.00


For General Manager (A&HRD) 27/9/06
KPTCL

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 1(A) to order No. KPTCL/B16/4678/2006-07 dtd 27/09/2006

Existing Scale No. 8 : 4925-150-5625-175-7050-250-8800-300-10600-350-12000
 Revised Scale NO. 8 : 5465-165-6455-195-7820-275-9745-330-11725-385-13265

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	4,925.00	5,465.00
2	5,075.00	5,630.00
3	5,225.00	5,795.00
4	5,375.00	5,960.00
5	5,525.00	6,125.00
6	5,675.00	6,290.00
7	5,825.00	6,455.00
8	6,000.00	6,650.00
9	6,175.00	6,845.00
10	6,350.00	7,040.00
11	6,525.00	7,235.00
12	6,700.00	7,430.00
13	6,875.00	7,625.00
14	7,050.00	7,820.00
15	7,300.00	8,095.00
16	7,550.00	8,370.00
17	7,800.00	8,645.00
18	8,050.00	8,920.00
19	8,300.00	9,195.00
20	8,550.00	9,470.00
21	8,800.00	9,745.00
22	9,100.00	10,075.00
23	9,400.00	10,405.00
24	9,700.00	10,735.00
25	10,000.00	11,065.00
26	10,300.00	11,395.00
27	10,600.00	11,725.00
28	10,950.00	12,110.00
29	11,300.00	12,495.00
30	11,650.00	12,880.00
31	12,000.00	13,265.00


[Signature]
 For General Manager (AHRD)
 KPTCL
 27/9/06

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 1(A) to order No. KPTCL/B16/4678/2006-07 dtd 27/09/2006

Existing Scale No. 9 : 5075-150-5825-175-7050-250-8800-300-10600-350-12000
 Revised Scale NO. 9 : 5630-165-6455-195-7820-275-9745-330-11725-385-13265

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	5,075.00	5,630.00
2	5,225.00	5,795.00
3	5,375.00	5,960.00
4	5,525.00	6,125.00
5	5,675.00	6,290.00
6	5,825.00	6,455.00
7	6,000.00	6,650.00
8	6,175.00	6,845.00
9	6,350.00	7,040.00
10	6,525.00	7,235.00
11	6,700.00	7,430.00
12	6,875.00	7,625.00
13	7,050.00	7,820.00
14	7,300.00	8,095.00
15	7,550.00	8,370.00
16	7,800.00	8,645.00
17	8,050.00	8,920.00
18	8,300.00	9,195.00
19	8,550.00	9,470.00
20	8,800.00	9,745.00
21	9,100.00	10,075.00
22	9,400.00	10,405.00
23	9,700.00	10,735.00
24	10,000.00	11,065.00
25	10,300.00	11,395.00
26	10,600.00	11,725.00
27	10,950.00	12,110.00
28	11,300.00	12,495.00
29	11,650.00	12,880.00
30	12,000.00	13,265.00


 For General Manager (A&HRD) 27/09/07
 KPTCL

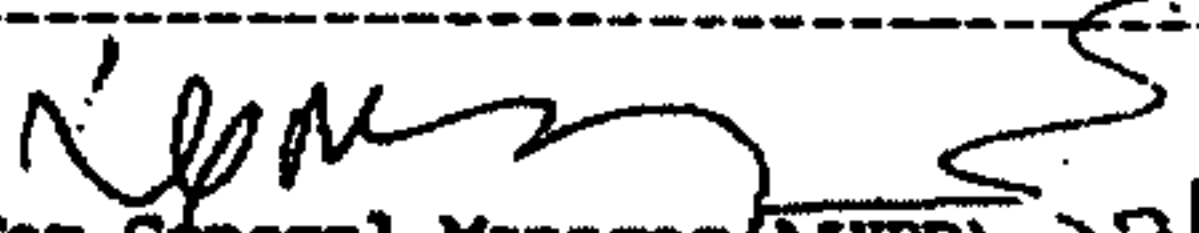
KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 1(A) to order No. KPTCL/B16/4678/2006-07 dtd 27/09/2006

Existing Scale No. 10 : 7800-250-8800-300-10600-350-12000-400-13600

Revised Scale NO. 10 : 8645-275-9745-330-11725-385-13265-440-15025

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	7,800.00	8,645.00
2	8,050.00	8,920.00
3	8,300.00	9,195.00
4	8,550.00	9,470.00
5	8,800.00	9,745.00
6	9,100.00	10,075.00
7	9,400.00	10,405.00
8	9,700.00	10,735.00
9	10,000.00	11,065.00
10	10,300.00	11,395.00
11	10,600.00	11,725.00
12	10,950.00	12,110.00
13	11,300.00	12,495.00
14	11,650.00	12,880.00
15	12,000.00	13,265.00
16	12,400.00	13,705.00
17	12,800.00	14,145.00
18	13,200.00	14,585.00
19	13,600.00	15,025.00


For General Manager (ASHRD)
KPTCL

27/09/06

ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ವಿಷಯ: ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ
ನೌಕರರ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಪರಿಷ್ಕರಿಸುವ ಬಗ್ಗೆ.

ಒದಲಾಗಿದೆ:

1. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನಿಗಮದ ನೌಕರರ ವೇತನ ಶ್ರೇಣಿ ಪರಿಷ್ಕರಣೆ ಇತ್ಯಾದಿ ವಿಷಯಗಳ ಬಗ್ಗೆ ದಿನಾಂಕ: 25.09.2006 ರಂದು ಕವಿಪ್ರನಿನಿ ಆಡಳಿತ ವರ್ಗ ಹಾಗೂ ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂ.ಸಂ. 659) ಇವುಗಳ ನಡುವೆ ಏರ್ಪಟ್ಟಿರುವ ನಿವೇದನ ಒಪ್ಪಂದ.
2. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನಿಗಮದ ನೌಕರರ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಪರಿಷ್ಕರಿಸಿ ಹೊರಡಿಸಿರುವ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/4678/2006-07 ದಿನಾಂಕ: 27.09.2006.
3. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನೌಕರರಿಗೆ ಶೇಕಡ 2 ರಷ್ಟು ವೇತನ ಹೆಚ್ಚಳವನ್ನು ನೌಕರರ ಕಾರ್ಯಕ್ಷಮತೆ ಆಧರಿಸಿ ನಿಗದಿಪಡಿಸುವಂತೆ ಮತ್ತು ಶೇಕಡ 2 ರಷ್ಟು ವೇತನ ಹೆಚ್ಚಳ ಮಂಡೂರು ಮಾಡಲು ನೌಕರರ ಕಾರ್ಯಕ್ಷಮತೆ ಅಳತೆಗೋಲು ನಿಗದಿಪಡಿಸಿ ಪ್ರಸ್ತಾವನೆಗೆ ನಿಗಮದ ಆಡಳಿತ ಮಂಡಳಿಯ ಅನುಮೋದನೆಯನ್ನು ಪಡೆಯುವಂತೆ ಸೂಚಿಸಿರುವ ಸರ್ಕಾರದ ಪತ್ರ ಸಂಖ್ಯೆ: ಇಎನ್ 106 ಇಇಬಿ 2007 ದಿನಾಂಕ: 24.11.2007.
4. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನೌಕರರಿಗೆ ಶೇಕಡ 2 ರಷ್ಟು ಅಧಿಕ ಮೂಲ ವೇತನ ಪರಿಷ್ಕರಣೆ ಹಾಗೂ ಕವಿಪ್ರನಿನಿ/ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳ ನೌಕರರ ಒಟ್ಟಾರೆ ಕಾರ್ಯಕ್ಷಮತೆಯನ್ನು ನಿರ್ಧರಿಸಲು ನಿಗದಿಪಡಿಸಿರುವ ಮಾನದಂಡವನ್ನು ಅನುಮೋದಿಸಿರುವ, ದಿನಾಂಕ: 18.03.2008 ರಂದು ನಡೆದ ನಿಗಮದ ನಿರ್ದೇಶಕರುಗಳ ಮಂಡಳಿಯ 65ನೇ ಸಭೆಯ ನಿರ್ಣಯ.
5. ದಿನಾಂಕ: 17.04.2008 ರಂದು ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂ.ಸಂ. 659) ಮತ್ತು ಇತರ ಸಂಘ/ಸಂಸ್ಥೆಗಳೊಂದಿಗೆ ನಡೆದ ಜಂಟಿ ಸಭೆಯ ನಿರ್ಣಯ.
6. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನೌಕರರಿಗೆ ಶೇಕಡ 2 ರಷ್ಟು ಅಧಿಕ ಮೂಲ ವೇತನ ಪರಿಷ್ಕರಣೆ, ವಿಷಯದಲ್ಲಿ ದಿನಾಂಕ: 25.09.2006 ರಂದು ನಡೆದ ನಿವೇದನ ಒಪ್ಪಂದಕ್ಕೆ ದಿನಾಂಕ: 23.05.2008 ರಲ್ಲಿ ಕವಿಪ್ರನಿನಿ ಆಡಳಿತ ವರ್ಗ ಹಾಗೂ ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂ.ಸಂ. 659) ಇವುಗಳ ನಡುವೆ ಏರ್ಪಟ್ಟಿರುವ ಪೂರಕ ನಿವೇದನ ಒಪ್ಪಂದ.

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/4678/2006-07

ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 02.06.2008

ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನೌಕರರ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಶೇಕಡ 10 ರಷ್ಟು ಪರಿಷ್ಕರಿಸಿ ಹೊರಡಿಸಿರುವ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/4678/2006-07 ದಿನಾಂಕ: 27.09.2006 ನ್ನು ಭಾಗಶಃ ಮಾರ್ಪಡಿಸಿ ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನೌಕರರ ಮೂಲ ವೇತನವನ್ನು ಈ ಕೆಳಗಿನ ಪರತ್ತು ಹಾಗೂ ನಿಬಂಧನೆಗಳಿಗೊಳಪಟ್ಟು ಶೇಕಡ 12 ರಷ್ಟು ಪರಿಷ್ಕರಿಸಲು ನಿಗಮವು ಅನುಮೋದಿಸಿದೆ.

1. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನೌಕರರ ಮೂಲ ವೇತನವನ್ನು ಶೇಕಡ 10 ರಿಂದ ಶೇಕಡ 12ಕ್ಕೆ ಪರಿಷ್ಕರಿಸಿದ ತರುವಾಯ ವೇತನವನ್ನು ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07 ದಿನಾಂಕ: 27.09.2006 ರ ಅನುಬಂಧ-1 ರಲ್ಲಿ ತಿಳಿಸಿರುವ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ನಿಗದಿಪಡಿಸುವುದು.
2. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07 ದಿನಾಂಕ: 27.09.2006 ರ ಅನುಬಂಧ-1 ರಲ್ಲಿ ತಿಳಿಸಿರುವ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ಈಗಾಗಲೇ ಶೇಕಡ 10 ರಷ್ಟು ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಪರಿಷ್ಕರಿಸಿ ವೇತನ ನಿಗದಿಪಡಿಸಿರುವುದನ್ನು ಪರಿಗಣನೆಗೆ ತೆಗೆದುಕೊಳ್ಳದೆ ಮೊದಲ ಬಾರಿಗೆ ನೌಕರರ ಮೂಲ ವೇತನವನ್ನು ಶೇಕಡ 12 ರಷ್ಟು ಪರಿಷ್ಕರಿಸಲಾಗಿದೆ ಎಂದು ಭಾವಿಸಿ ನಿಗದಿಪಡಿಸುವುದು.
3. ದಿನಾಂಕ: 01.04.2003 ಕ್ಕಿಂತ ಹಿಂದಿನ ಪರಿಷ್ಕೃತ ಪೂರ್ವ ವೇತನ ಶ್ರೇಣಿಯ ವಿವಿಧ ವೇತನದ ಹಂತಗಳಿಗೆ ಸಂವಾದಿಯಾಗಿ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ನಿಗದಿಪಡಿಸಬೇಕಾದ ವೇತನವನ್ನು ಅನುಬಂಧ-1 ರಲ್ಲಿ ತಿಳಿಸಲಾಗಿದೆ.
4. ಪ್ರಸ್ತುತ ಸ್ಥಿತಿಯಿಂದ ವಾರ್ಷಿಕ ಆಧಾರದಲ್ಲಿ ನೌಕರರ ಒಟ್ಟಾರೆ ಕಾರ್ಯಕ್ಷಮತೆಯನ್ನು ನಿರ್ಧರಿಸಲು ಈ ಕೆಳಗಿನ ಮಾನಪಂಡವನ್ನು ಅಳವಡಿಸುವುದು.

ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು

ಕ್ರಮ ಸಂಖ್ಯೆ	ಕಾರ್ಯದ ವಿವರ	
1	ಎಚಿ ಮತ್ತು ಸಿ ಸೆಕ್ಷನ್	ಎ (ಒಟ್ಟಾರೆ) ಬಿ (ಎಲ್.ಟಿ-4 ಹೊರತಾಗಿ)
2	ಬೇಡಿಕೆ ಅನುಪಾತಕ್ಕೆ ಮುಕ್ತಾಯ ಹಿಲ್ಟಿ ಪ್ರಮಾಣ	ಎ (ಒಟ್ಟಾರೆ) ಬಿ (ಎಲ್.ಟಿ-4 ಹೊರತಾಗಿ)
3	ವಗರು ವಸೂಲಿ/ ಇನ್‌ಫುಟ್ ಪರ್ ಕೆ.ಡಬ್ಲ್ಯೂ.ಪಿ.ಆರ್	ಎ (ಒಟ್ಟಾರೆ) ಬಿ (ಎಲ್.ಟಿ-4 ಹೊರತಾಗಿ)
4	ಹೊಸ ಗ್ರಾಹಕರ ನೋಂದಣಿ	


ಕವಿಪ್ರನಿ

ಕ್ರಮ ಸಂಖ್ಯೆ	ಕಾರ್ಯದ ವಿವರ	
1	ಉಪವಿಭಾಗ ಇನ್‌ಸ್ಟಾಲ್ಮೆಂಟ್	ಎಂ.ಯು.ಎಸ್.ಎಸ್. 66 ಕೆವಿ ಮತ್ತು ಮೇಲ್ಮಟ್ಟ ಲ್ಯಾನ್ 66 ಕೆವಿ ಮತ್ತು ಮೇಲ್ಮಟ್ಟ
2	ಯೂನಿವರ್ಸಲ್ ಮೀಟರಿಂಗ್ ಸ್ಕೀಮ್	ಸ್ಕೀಮ್‌ಗಳು 66 ಕೆವಿ ಮತ್ತು ಮೇಲ್ಮಟ್ಟ ಇಂಟರ್‌ಫೇಸ್ ವಾಯಿಂಗ್ಸ್ 11 ಕೆವಿ ಫೀಡ್‌ಗಳ ಎನರ್ಜಿ ಎಕ್ಸ್‌ಚೇಂಜ್ ವಾಯಿಂಗ್ಸ್

5. ನೌಕರರ ಪ್ರಸ್ತುತ ಕಾರ್ಯಕ್ಷಮತೆಯ ಸ್ಥಿತಿ ಹಾಗೂ ನಿರೀಕ್ಷಿತ ಕಾರ್ಯಕ್ಷಮತೆ ಮಟ್ಟವನ್ನು ಸಂಬಂಧಪಟ್ಟ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳ ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರುಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿ ನಿ. ಇವರ ಅನುಮತಿಯನ್ನು ಪಡೆದು ಅನುಮೋದಿಸುವುದು. ಮೊದಲ ಕಾರ್ಯಕ್ಷಮತೆ ಮಟ್ಟವನ್ನು ಏಪ್ರಿಲ್ 2009 ರಲ್ಲಿ ಹಾಗೂ ಎರಡನೇ ಕಾರ್ಯಕ್ಷಮತೆ ಮಟ್ಟವನ್ನು ಏಪ್ರಿಲ್ 2010 ರಲ್ಲಿ ವಿಮರ್ಶಿಸುವುದು.
6. ದಿನಾಂಕ: 01.04.2009 ರಿಂದ ಶೇಕಡ 2 ರಷ್ಟರ ವೇತನ ನಿಗದಿಕರಣದ ವ್ಯತ್ಯಾಸದ ಮೊತ್ತವನ್ನು ಸಂಬಂಧಪಟ್ಟ ನೌಕರನು ನಿಗದಿಪಡಿಸಿರುವ ಹಿಂದಿನ ವರ್ಷದ ಕಾರ್ಯಕ್ಷಮತೆ ಮಟ್ಟವನ್ನು ಸಾಧಿಸಿದ ನಂತರ ಬಿಡುಗಡೆಗೊಳಿಸುವುದು.
7. ದಿನಾಂಕ: 01.11.2007 ರಂದು ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿದ್ದ ನೌಕರರ ಪ್ರಕರಣದಲ್ಲಿ ಸದರಿ ವೇತನ ಪರಿಷ್ಕರಣೆಯ ಸಂಬಂಧ ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ದಿನಾಂಕ: 31.10.2007 ರವರೆಗಿನ ಬಾಕಿ ಮೊತ್ತವನ್ನು ಈಗಾಗಲೇ ರಚಿಸಿರುವ ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳ ನೌಕರರ ಕಲ್ಯಾಣ ಟ್ರಸ್ಟಿನಲ್ಲಿ ತೊಡಗಿಸಲು ವರ್ಗಾಯಿಸುವುದು.
8. ಈ ಆದೇಶದ ಅನ್ವಯ ಪರಿಷ್ಕೃತ ವೇತನವನ್ನು ಜೂನ್ 2008 ರ ತಿಂಗಳು ಹಾಗೂ ನಂತರದ ತಿಂಗಳುಗಳ ಸಂಬಳದ ಹುಂಡಿಯಲ್ಲಿ ನಗದಾಗಿ ಪಾವತಿಸುವುದು. ಈ ಕೆಳಗಿನ ಅವಧಿಗೆ ಷಾಂತಿ ಮಾಡಬೇಕಾಗಿರುವ ಬಾಕಿ ಮೊತ್ತದ ಬಗ್ಗೆ ಪ್ರತ್ಯೇಕ ಆದೇಶವನ್ನು ಹೊರಡಿಸಲಾಗುವುದು.
 - i. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ 31.10.2007 ರ ಅವಧಿಯಲ್ಲಿ ನಿವೃತ್ತರಾಗಿರುವ/ ಮರಣ ಹೊಂದಿರುವ ನೌಕರರಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ.
 - ii. ದಿನಾಂಕ: 01.11.2007 ರಿಂದ 31.05.2008 ರ ಅವಧಿಯಲ್ಲಿ ನಿವೃತ್ತರಾಗಿರುವ/ ಮರಣ ಹೊಂದಿರುವ ನೌಕರರಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ.
 - iii. ದಿನಾಂಕ: 01.06.2008 ರಂದು ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿದ್ದ ನೌಕರರಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ದಿನಾಂಕ: 01.11.2007 ರಿಂದ 31.05.2008 ರ ಅವಧಿಗೆ.

ದಿನಾಂಕ: 27.09.2006 ರ ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07 ರಲ್ಲಿನ ಇತರ ಆಂಶಗಳಲ್ಲಿ ಯಾವುದೇ ಬದಲಾವಣೆಗಳು ಇರುವುದಿಲ್ಲ.

ಆದೇಶದ ಮೇರೆಗೆ,


 ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು
 (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

ಠೀ:

1. ನಿರ್ದೇಶಕರು (ಕಾರ್ಮಿಕ), ಕವಿಪ್ರನಿ.
2. ಶ್ರೀ.ಬಿ.ಎನ್.ಸತ್ಯಪ್ರೇಮಕುಮಾರ್, ನಿರ್ದೇಶಕರು, ಮೆಸ್ಸಾಂ, ಸೆಸ್, ಹೆಸ್ಟಾಂ ಹಾಗೂ ಟೆಸ್ಟಾಂ
3. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಎಲ್ಲಾ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
4. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ವಿ), ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
5. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
6. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಇಂಜಿನಿಯರ್(ವಿ)ಗಳು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
8. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ವಿ)ಗಳು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.

9. ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಕಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
10. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು ಹಾಗೂ ವಿ.ವಿ.ನಿ.ನಿ/ ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು) /ನಿರ್ದೇಶಕರು(ಪ್ರಸಾರ)/ ನಿರ್ದೇಶಕರು (ಕಾನೂನು), ಕವಿಪ್ರನಿ/ ನಿರ್ದೇಶಕರು, ಪಿ.ಸಿ.ಕೆ.ಎಲ್.
11. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ), ಕವಿಪ್ರನಿ, ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
12. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ.
13. ಎಸ್.ಎ.-II ದಾವಿಲೆಗಳು.

ಪ್ರತಿಯನ್ನು ಮಾಹಿತಿಗಾಗಿ ರವಾನಿಸಿದೆ:

1. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ. ನೌಕರರ ಸಂಘ (ನೋ.ಸಂ. 659).
2. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ. ಇಂಜಿನಿಯರುಗಳ ಸಂಘ.
3. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ. ಲೆಕ್ಕಾಧಿಕಾರಿಗಳ ಸಂಘ.
4. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ. ಪರಿಶಿಷ್ಟ ಜಾತಿ ಮತ್ತು ಪರಿಶಿಷ್ಟ ವರ್ಗಗಳ ಕಲ್ಯಾಣ ಸಂಸ್ಥೆ (೦), ಕೇಂದ್ರ ಸಮಿತಿ.

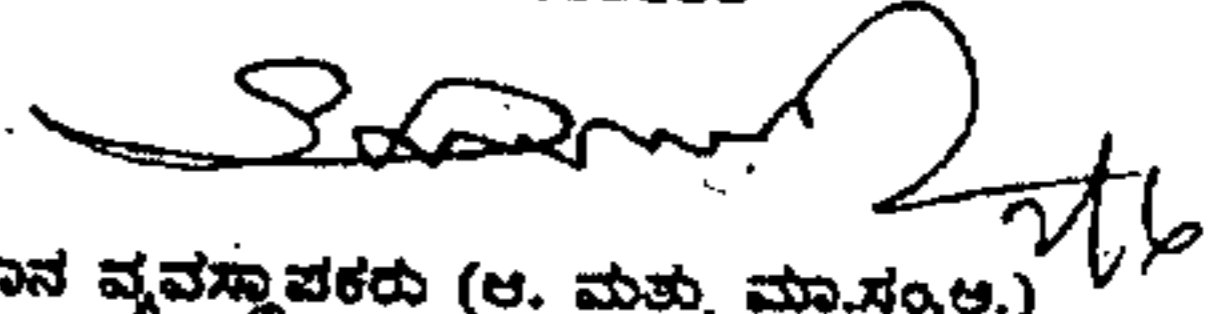
ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-1: 3125-60-3425-75-3800-100-4300-125-4925-150-6575
ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-1: 3440-70-3790-85-4215-110-4765-140-5465-165-7280

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣ
1	3,125.00	3,510.00
2	3,185.00	3,580.00
3	3,245.00	3,650.00
4	3,305.00	3,720.00
5	3,365.00	3,790.00
6	3,425.00	3,875.00
7	3,500.00	3,960.00
8	3,575.00	4,045.00
9	3,650.00	4,130.00
10	3,725.00	4,215.00
11	3,800.00	4,325.00
12	3,900.00	4,435.00
13	4,000.00	4,545.00
14	4,100.00	4,655.00
15	4,200.00	4,765.00
16	4,300.00	4,905.00
17	4,425.00	5,045.00
18	4,550.00	5,185.00
19	4,675.00	5,325.00
20	4,800.00	5,465.00
21	4,925.00	5,630.00
22	5,075.00	5,795.00
23	5,225.00	5,960.00
24	5,375.00	6,125.00
25	5,525.00	6,290.00
26	5,675.00	6,455.00
27	5,825.00	6,620.00
28	5,975.00	6,785.00
29	6,125.00	6,950.00
30	6,275.00	7,115.00
31	6,425.00	7,280.00
32	6,575.00	7,445.00


ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಆ.)
ಇವರ ಪರವಾಗಿ

0488

ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

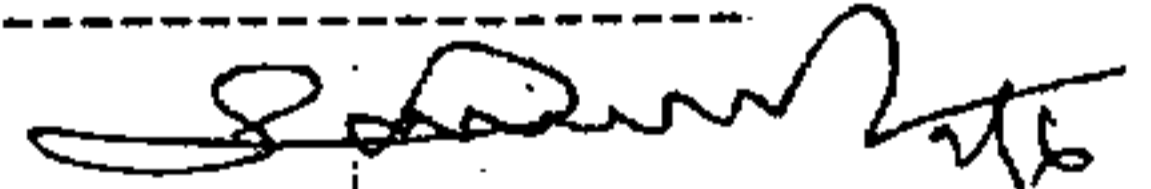
ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-2: 3365-60-3425-75-3800-100-4300-125-4925-150-7025

ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-2: 3720-70-3790-85-4215-110-4765-140-5465-165-7775

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸಿದ
1	3,365.00	3,790.00
2	3,425.00	3,875.00
3	3,500.00	3,960.00
4	3,575.00	4,045.00
5	3,650.00	4,130.00
6	3,725.00	4,215.00
7	3,800.00	4,325.00
8	3,900.00	4,435.00
9	4,000.00	4,545.00
10	4,100.00	4,655.00
11	4,200.00	4,765.00
12	4,300.00	4,905.00
13	4,425.00	5,045.00
14	4,550.00	5,185.00
15	4,675.00	5,325.00
16	4,800.00	5,465.00
17	4,925.00	5,630.00
18	5,075.00	5,795.00
19	5,225.00	5,960.00
20	5,375.00	6,125.00
21	5,525.00	6,290.00
22	5,675.00	6,455.00
23	5,825.00	6,620.00
24	5,975.00	6,785.00
25	6,125.00	6,950.00
26	6,275.00	7,115.00
27	6,425.00	7,280.00
28	6,575.00	7,445.00
29	6,725.00	7,610.00
30	6,875.00	7,775.00
31	7,025.00	7,940.00


 ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಆ.)
 ಇವರ ಪರವಾಗಿ

0489

ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ


ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಐ16/4678/2006-07 ದಿನಾಂಕ 2.6.2008

ಆನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-3: 3425-75-3800-100-4300-125-4925-150-5825-175-7925

ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-3: 3790-85-4215-110-4765-140-5465-165-6455-195-8795

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣ
1	3,425.00	3,875.00
2	3,500.00	3,960.00
3	3,575.00	4,045.00
4	3,650.00	4,130.00
5	3,725.00	4,215.00
6	3,800.00	4,325.00
7	3,900.00	4,435.00
8	4,000.00	4,545.00
9	4,100.00	4,655.00
10	4,200.00	4,765.00
11	4,300.00	4,905.00
12	4,425.00	5,045.00
13	4,550.00	5,185.00
14	4,675.00	5,325.00
15	4,800.00	5,465.00
16	4,925.00	5,630.00
17	5,075.00	5,795.00
18	5,225.00	5,960.00
19	5,375.00	6,125.00
20	5,525.00	6,290.00
21	5,675.00	6,455.00
22	5,825.00	6,650.00
23	6,000.00	6,845.00
24	6,175.00	7,040.00
25	6,350.00	7,235.00
26	6,525.00	7,430.00
27	6,700.00	7,625.00
28	6,875.00	7,820.00
29	7,050.00	8,015.00
30	7,225.00	8,210.00
31	7,400.00	8,405.00
32	7,575.00	8,600.00
33	7,750.00	8,795.00
34	7,925.00	8,990.00


 ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಅ.)
 ಇವರ ಪರವಾಗಿ

0490

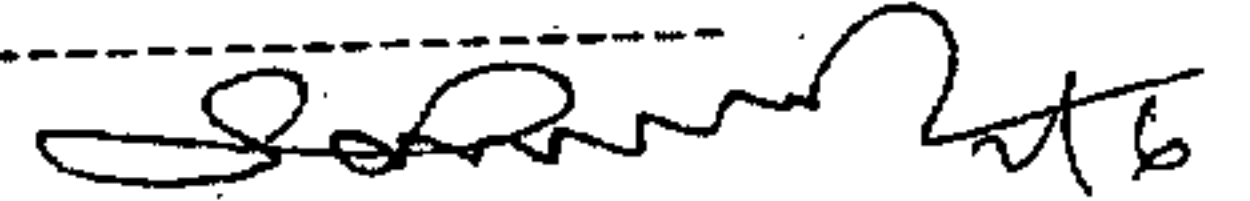
ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಐ16/4678/2006-07 ದಿನಾಂಕ 2.6.2008

ಆನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-4: 3800-100-4300-125-4925-150-5825-175-7050-250-8800-300-9700
ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-4: 4215-110-4765-140-5465-165-6455-195-7820-275-9745-330-10735

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣ
1	3,800.00	4,325.00
2	3,900.00	4,435.00
3	4,000.00	4,545.00
4	4,100.00	4,655.00
5	4,200.00	4,765.00
6	4,300.00	4,905.00
7	4,425.00	5,045.00
8	4,550.00	5,185.00
9	4,675.00	5,325.00
10	4,800.00	5,465.00
11	4,925.00	5,630.00
12	5,075.00	5,795.00
13	5,225.00	5,960.00
14	5,375.00	6,125.00
15	5,525.00	6,290.00
16	5,675.00	6,455.00
17	5,825.00	6,650.00
18	6,000.00	6,845.00
19	6,175.00	7,040.00
20	6,350.00	7,235.00
21	6,525.00	7,430.00
22	6,700.00	7,625.00
23	6,875.00	7,820.00
24	7,050.00	8,095.00
25	7,300.00	8,370.00
26	7,550.00	8,645.00
27	7,800.00	8,920.00
28	8,050.00	9,195.00
29	8,300.00	9,470.00
30	8,550.00	9,745.00
31	8,800.00	10,075.00
32	9,100.00	10,405.00
33	9,400.00	10,735.00
34	9,700.00	11,065.00



ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಆ.)
ಇವರ ಪರವಾಗಿ

0491

ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-5: 3900-100-4300-125-4925-150-5825-175-7050-250-8800-300-9700
ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-5: 4325-110-4765-140-5465-165-6455-195-7820-275-9745-330-10735

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸಿದ
1	3,900.00	4,435.00
2	4,000.00	4,545.00
3	4,100.00	4,655.00
4	4,200.00	4,765.00
5	4,300.00	4,905.00
6	4,425.00	5,045.00
7	4,550.00	5,185.00
8	4,675.00	5,325.00
9	4,800.00	5,465.00
10	4,925.00	5,630.00
11	5,075.00	5,795.00
12	5,225.00	5,960.00
13	5,375.00	6,125.00
14	5,525.00	6,290.00
15	5,675.00	6,455.00
16	5,825.00	6,650.00
17	6,000.00	6,845.00
18	6,175.00	7,040.00
19	6,350.00	7,235.00
20	6,525.00	7,430.00
21	6,700.00	7,625.00
22	6,875.00	7,820.00
23	7,050.00	8,095.00
24	7,300.00	8,370.00
25	7,550.00	8,645.00
26	7,800.00	8,920.00
27	8,050.00	9,195.00
28	8,300.00	9,470.00
29	8,550.00	9,745.00
30	8,800.00	10,075.00
31	9,100.00	10,405.00
32	9,400.00	10,735.00
33	9,700.00	11,065.00



ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಆ.)
ಇವರ ಪರವಾಗಿ

0492

ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

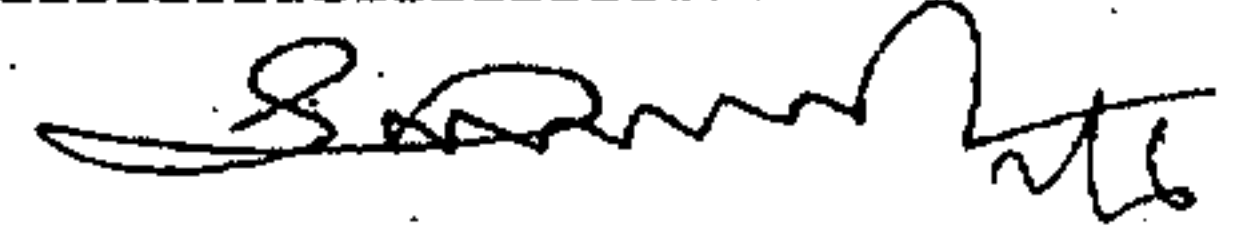
ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-6: 4300-125-4925-150-5825-175-7050-250-8800-300-10600

ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-6: 4765-140-5465-165-6455-195-7820-275-9745-330-11725

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸುವುದು
1	4,300.00	4,905.00
2	4,425.00	5,045.00
3	4,550.00	5,185.00
4	4,675.00	5,325.00
5	4,800.00	5,465.00
6	4,925.00	5,630.00
7	5,075.00	5,795.00
8	5,225.00	5,960.00
9	5,375.00	6,125.00
10	5,525.00	6,290.00
11	5,675.00	6,455.00
12	5,825.00	6,650.00
13	6,000.00	6,845.00
14	6,175.00	7,040.00
15	6,350.00	7,235.00
16	6,525.00	7,430.00
17	6,700.00	7,625.00
18	6,875.00	7,820.00
19	7,050.00	8,095.00
20	7,300.00	8,370.00
21	7,550.00	8,645.00
22	7,800.00	8,920.00
23	8,050.00	9,195.00
24	8,300.00	9,470.00
25	8,550.00	9,745.00
26	8,800.00	10,075.00
27	9,100.00	10,405.00
28	9,400.00	10,735.00
29	9,700.00	11,065.00
30	10,000.00	11,395.00
31	10,300.00	11,725.00
32	10,600.00	12,055.00



ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಆ.)
ಇವರ ಪರವಾಗಿ

ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

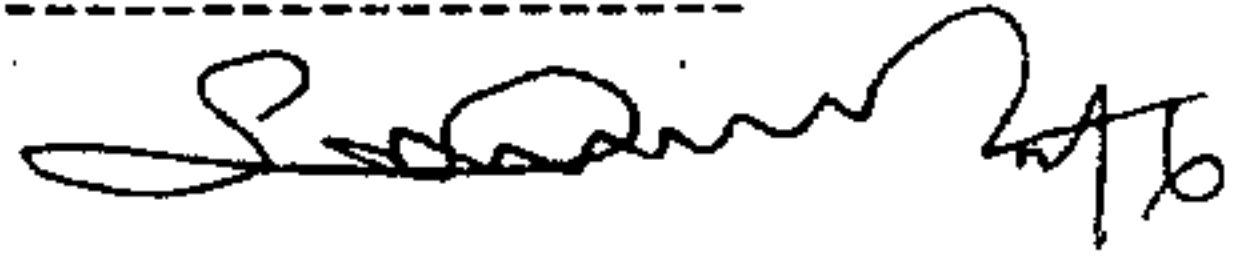
ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-7: 4550-125-4925-150-5825-175-7050-250-8800-300-10600

ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-7: 5045-140-5465-165-6455-195-7820-275-9745-330-11725

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣ
1	4,550.00	5,185.00
2	4,675.00	5,325.00
3	4,800.00	5,465.00
4	4,925.00	5,630.00
5	5,075.00	5,795.00
6	5,225.00	5,960.00
7	5,375.00	6,125.00
8	5,525.00	6,290.00
9	5,675.00	6,455.00
10	5,825.00	6,650.00
11	6,000.00	6,845.00
12	6,175.00	7,040.00
13	6,350.00	7,235.00
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26	9,400.00	10,735.00
27	9,700.00	11,065.00
28	10,000.00	11,395.00
29	10,300.00	11,725.00
30	10,600.00	12,055.00


 ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಆ.)
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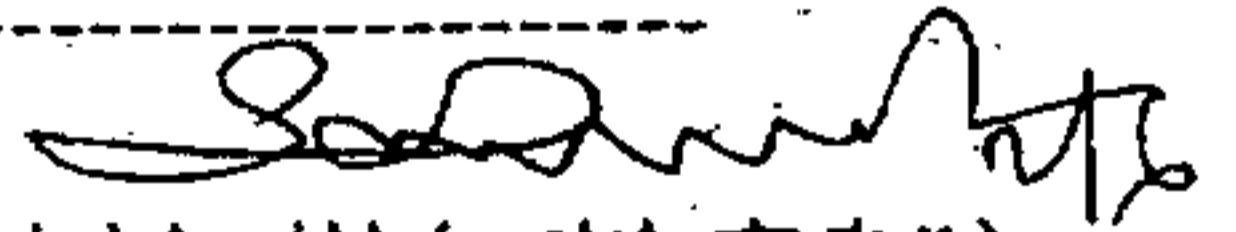
ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-8: 4925-150-5825-175-7050-250-8800-300-10600-350-12000
ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-8: 5465-165-6455-195-7820-275-9745-330-11725-385-13265

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣ
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25	10,000.00	11,395.00
26	10,300.00	11,725.00
27	10,600.00	12,110.00
28	10,950.00	12,495.00
29	11,300.00	12,880.00
30	11,650.00	13,265.00
31	12,000.00	13,650.00


ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಅ.)
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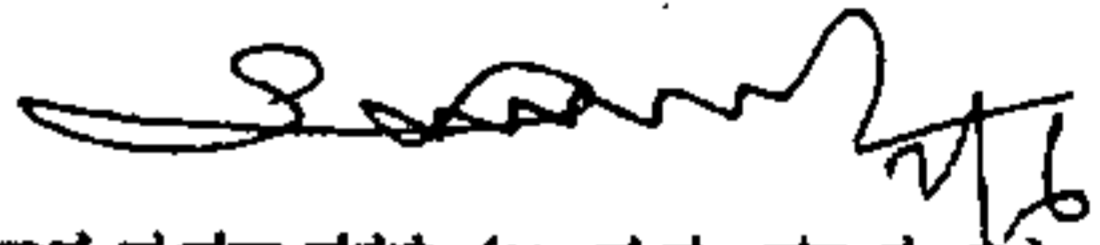
ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಡಿ16/4678/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-9: 5075-150-5825-175-7050-250-8800-300-10600-350-12000
ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-9: 5630-165-6455-195-7820-275-9745-330-11725-385-13265

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣ
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ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಅ. ಮತ್ತು ಮು.ಸಂ.ಅ.)
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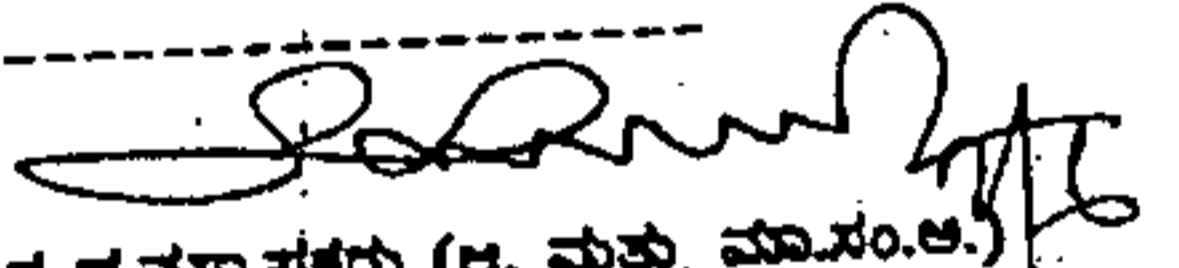
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ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-10: 7800-250-8800-300-10600-350-12000-400-13600
 ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-10: 8645-275-9745-330-11725-385-13265-440-15025

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಪಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣ
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12	10,950.00	12,495.00
13	11,300.00	12,880.00
14	11,650.00	13,265.00
15	12,000.00	13,705.00
16	12,400.00	14,145.00
17	12,800.00	14,585.00
18	13,200.00	15,025.00
19	13,600.00	15,465.00


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KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

READ:

1. Board Order No. KEB/B16/3589/98-99 dated: 06.02.1999 revising the pay scales of the Workmen of the Board with effect from 01.04.1998.
2. Board Order No. KEB/B16/3590/98-99 dated: 06.02.1999 revising the pay scales of the Officers of the Board with effect from 01.04.1998.
3. Agenda notes for Board Meetings placed before the Board vide Subject No. 41/12, 45/09 and 46/09 held on 30.11.2004, 13.05.2005 and 09.06.2005 and Resolutions passed thereon.
4. Letter No. EN 221 EEB 2004 dated 27.04.2006 of the Government of Karnataka according approval for revision of pay scales of KPTCL/ESCOMs employees with effect from 01.04.2003

ORDER NO. KPTCL/B16/4679/2006-07

BANGALORE, DATED: 27.09.2006

Corporation is pleased to approve the revision of pay scales as specified in ANNEXURE-1 appended to this order in respect of Officers who have been appointed to various posts by direct recruitment and by promotion subject to the following conditions:

I DATE OF EFFECT:

- (a) The revised pay scales as set out in ANNEXURE-I shall take effect from 1st April, 2003.
- (b) Officers recruited to Corporation service against direct recruitment quota in respect of categories of posts as set out in Annexure-I on or after 01.04.2003 shall begin at the minimum of the time scale of the post against which they were/are appointed.
- (c) This order shall not apply to those who are not specifically covered by this order.

II PAY FIXATION:

The pay of the officers shall be fixed in the corresponding revised scale of pay with effect from 01.04.2003 in the following manner:-

A To the 'Existing Basic Pay' Add 10% of the Existing Basic Pay

Note: 'Existing Basic Pay' for this purpose shall be arrived at after taking into account the annual increment/ elongation increment/ stagnation increment due, if any, as on

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01.04.2003 in the existing scale, including personal pay, if any drawn as on 01.04.2003.

B After adding 10% increase to the Existing Basic Pay, the Revised Basic Pay shall be fixed with effect from 01.04.2003 in the corresponding Revised Scales (shown in Annexure-1 appended to this order) as follows;

- i) If the total arrived at happens to be less than the minimum of the revised scale, the Basic Pay shall be fixed at the minimum of the revised scale.
- ii) If the total arrived at happens to be one of the stages in the revised scale or between two stages in the revised scale, the Basic Pay shall be fixed at the next higher stage in the revised scale.
- iii) If an increment/stagnation increment/elongation increment would have been earned by an Officer in the existing scale of pay in the normal course during the period from 01.04.2003 to 31.03.2004, his / her pay in the revised scale of pay shall, if advantageous to him / her, be fixed from the date of accrual of such increment, in accordance with the aforesaid pay fixation formula. In such cases, the percentage of increase admissible shall be determined on the basis of the pay drawn by the officer as on the date of actual accrual of these increments during the period from 01-04-2003 to 31-03-2004.

Note: If the total emoluments arrived as stated at clause 'A' in respect of Assistant Engineers / Assistant Accounts Officers / Senior Personal Assistants and other equivalent cadres exceeds the maximum of the revised time scale of 01-04-2003, the pay of such officers shall be fixed/refixed as the case may be at the appropriate stage in the immediate next higher revised time scale.

The corresponding fixation of pay in the revised pay scales with respect to the stages in the existing pay scales is shown at Annexure-2.

III ELONGATION OF THE TIME-SCALES:

If an officer of the rank of Assistant Accounts Officer/Assistant Engineer/Senior Personal Assistant and other equivalent cadre who reaches the maximum of the time-scale during the period from 01.04.2003 to 31.03.2004, his/her scale shall be elongated at the appropriate stage in the next higher time scale in respect of such officer as purely personal to him/her subject to the following conditions:

The elongation of the time scale shall be limited to the maximum of the revised time scale of Asst.Exec.Engr/Accounts Officer and other equivalent cadres.



IV DEARNESS ALLOWANCE :

The Payment of Dearness Allowance shall be regulated based on the pay in the revised scales with effect from 01.04.2003, at the rates and the pattern sanctioned by the Government of Karnataka from time to time, from the same dates from which it is made effective by the State Government. If the Government were to order, that a part or the whole of arrears of DA sanctioned from a particular date should be invested in any form of Savings like NSC etc. or the entire amount becoming due shall be paid in cash to its employees, the same principle shall be adopted as applicable to the Corporation Officers mutatis mutandis.

If the State Government changes the formula for payment of Dearness Allowance involving different rates of neutralization towards the Cost of Living index, such revised formula shall be extended to the Corporation Officers from the date from which such revision in DA formula is made applicable by the State Government to its employees.

In case the Government of Karnataka orders merger of DA with Basic Pay, the same benefit shall not be extended to the officers of the Corporation. However, the rate of DA payable to the officers after such merger by the Government shall be proportionately worked out to maintain parity in payment of DA with that prevailing in the Government of Karnataka.

V HOUSE RENT ALLOWANCE:

The House Rent Allowance shall be regulated based on the pay in the revised scales at the rates and pattern prescribed by the Government of Karnataka, and adopted by the Corporation from time to time.

However, officers working in places where population is less than 25,000 (i.e. the places under 'E' Classification) shall be paid Rs.10/- (Rupees Ten) more, than the HRA prescribed by the Government of Karnataka.

VI CITY COMPENSATORY ALLOWANCE:

The City Compensatory Allowance shall be regulated based on the pay in the revised scales as per the table below and shall be revised at the same rates and pattern prescribed by the Government of Karnataka, and adopted by the Corporation from time to time.

Amount of CCA in class of Cities (Rupees per month)		
A	B1	B2
200	150	40

CBM

VII OTHER ALLOWANCES:

The Allowances/ Special pay to the extent noted against each of the following categories shall be paid with effect from 01.04.2003 subject to the Officers complying with the Rules and Regulations of the Corporation regarding grant of that particular allowance and also subject to eligibility of such allowance as per existing rules or as may be prescribed by the Corporation from time to time.

(1) SPECIAL PAY:

(a)	Special Pay	to the Company Secretary, KPTCL	Rs.550/- per month (Rupees Five hundred and fifty only)
(b)	Special Pay	to the Dy. General Manager Corp. Office, KPTCL	Rs. 275/- per month. (Rs. Two hundred and Seventy Five only)
(c)	Special Pay	to the Asst. Gen. Manager / Managers / Technical Assistants / Personal Secretaries of Corporate Office, KPTCL	Rs. 275/- per month (Rupees Two hundred and Seventy Five only)
(d)	Personal Allowance	to Personal Secretaries, Corporate Office.	Rs.220/- per month (Rupees Two hundred and Twenty only)
(e)	Personal Allowance	to the Asst. Managers, Corporate Office	Rs.220/- per month (Rupees Two hundred and Twenty only)
(f)	Special Pay	to the Assistant Accounts Officer (Security Section), O/o.F.A(A&R), KPTCL	Rs.185/- per month (Rupees One Hundred and Eighty Five only)
(g)	Special Pay	to the Assistant Accounts Officers (Internal Audit/ Concurrent Audit)	Rs.140/- per month (Rupees One hundred and forty only)
(h)	Special Pay	to the Senior Personal Assistants.	Rs.220/- per month (Rupees Two hundred and twenty only)
(i)	Personal Allowance	to Senior Personal Assistants, Corporate Office.	Rs.165/- per month (Rupees One hundred and Sixty Five only)
(j)	Special Pay	to the Assistant Accounts Officers working in revenue sub-divisions /sections	Rs.220/- per month (Rupees two hundred and twenty only)

Note:

- (a) Special Pay to Company Secretary was sanctioned vide O.M. No. KPTCL/B16/2818/99-2003 dated 26.08.2005.
- (b) Special Pay to Personal Secretaries was sanctioned vide BO No.KEB/B16/3590/98-99 dated 13.04.1999.
- (c) Personal Allowance to Personal Secretaries and Senior Personal Assistants working in Corporate Office was sanctioned vide BO No.KEB/B16/3589/98-99 dated 13.04.1999.
- (d) Personal Allowance to the Assistant Managers (AOs/AEs), Corporate Office, was sanctioned vide BO No.KEB/B16/3589/98-99 dated 13.04.1999.

(2) SHIFT ALLOWANCE:

Shift Allowance to the Officers doing shift duties in evening and night shifts (including Medical Staff/ Service stations staff) shall be paid at 5% of basic pay subject to minimum of Rs.10/- (Rupees Ten) per shift, under Regulation 71 of the KEBESRs.

(3) HOT STICK ALLOWANCE:

Officers who work on Hot lines shall be paid "Hot Stick Allowance" of Rs.85/- (Rupees Eighty five only) per day of work on the Hot lines.

(4) CONVEYANCE ALLOWANCE:

Conveyance Allowance at the following rates shall be paid to the Officers who own, maintain and use the particular type of vehicle, for discharging Corporations work wherever the same is admissible at present.

(i)	Motor Cycle/ Scooter	Rs. 385/- Per month (Rupees Three Hundred and Eighty Five only)
(ii)	Moped	Rs. 140/- Per month (Rupees One hundred and forty only)

(5) HAZARDOUS ALLOWANCE:

Hazardous Allowance shall be paid to the Officers working in DG Plant, Yelahanka who are directly involved in the maintenance of DG Plant and also to those who are performing shift duties at DG Plant, Yelahanka at the following rates:

- a. To those who have put in less than 5 (five) years of service in the DG Plant, Yelahanka at 7.5% of the Basic Pay subject to a maximum of Rs.825/- per month.
- b. To those who have put in 5 (five) years of service or more in the DG Plant, Yelahanka at 10% of the Basic Pay subject to a maximum of Rs.1650/- per month.

(6) TEACHING ALLOWANCE:

Teaching Allowance of Rs.275/- (Rupees Two Hundred and seventy five only) per month shall be paid to the Accounts Officers and Assistant Executive Engineers who are actually engaged in Teaching/Training of Personnel in the Training Institute/Centres of the Corporation.

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(7) SPECIAL LOCALITY ALLOWANCE:

(i) Special Locality allowance shall be paid at 15% (fifteen percent) of Basic Pay subject to a maximum of Rs.550/- (Rupees Five hundred and fifty only) per month to the Officers in the following places:

(a) MGHE Works, Jog Falls (including Pre-University College, Jog).

(b) Hulical

(c) Gogi Branch

(d) Hunasagi

(e) Kadra

(f) Kodasalli

(g) Gerusoppa

(h) Somanahally

(i) Varahi Project

(j) Shaktinagara and

(k) Masthikatte

(ii) Special Locality Allowance shall be paid at 7.5% (Seven and a half percent) of the basic pay subject to a maximum of Rs.440/- (Rupees four hundred and forty only) per month to the Officers in the following places:

(a) Ghataprabha

(b) Dandeli

(c) Supa

(d) Malleswara (Kudremukh Project)

(e) Shimsha and Sivasamudram

(f) Munirabad

(g) Upper Krishna Project

(h) B.R.Project

(i) T.K.Hally

(j) Thippagondanahally (66/2.3 KV Station only)

(8) HILL ALLOWANCE:

Hill Allowance wherever admissible at present shall be paid at Rs.195/- (Rupees One hundred ninety five only) per month.

(9) RURAL ALLOWANCE:

Rural Allowance of Rs.110/- (Rupees one hundred and Ten only) per month shall be paid to Officers who are posted to Rural camps where the population of the Town / Village is less than 3,000 (population figure taken according to 1991 census).

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(10) CONSTRUCTION ALLOWANCE:

Construction Allowance shall be paid at 12% (Twelve percent) of Basic Pay at Jog Falls and Munirabad subject to a maximum of Rs.440/- (Rupees Four Hundred and forty only) and at 6% (Six percent) at other specified places subject to a maximum of Rs.385/- (Rupees Three hundred and eighty five only) per month.

(11) SPECIALISED WORK ALLOWANCE:

Specialised Work Allowance at 5% of Basic Pay subject to a maximum of Rs.550/- (Rupees Five Hundred and fifty only) per month shall be paid to the Officers wherever the same is admissible.

VIII RETIREMENT FACILITIES :

- (a) The Officers retiring from the service on or after the date of this order shall be presented with a memento costing not more than Rs.2,200/- (Rupees Two thousand two hundred only).
- (b) Pensionary benefits including Family Pension etc., shall be regulated as prevailing in the State Government from time to time.

Note: The enhancement in ceiling limit of Retirement Gratuity/Death Gratuity from Rs.2.5 lakhs to Rs.3.5 lakhs vide order No KPTCL/B16/3593/98-99 dated 17.11.2003, shall continue to be applicable as per the terms and date of effect mentioned therein.

IX PAYMENT OF EX-GRATIA FOR FUNERAL EXPENSES:

When an Officer dies while in service, the dependents of the deceased shall be paid Rs.2,200/- (Rupees Two Thousand two hundred only) as funeral expenses and Rs.110/- (Rupees One hundred and Ten only) shall be sanctioned for placing a wreath on the body of the Officer.

X HOLIDAY WORK COMPENSATION ALLOWANCE:

The Assistant Executive Engineers and Assistant Engineers who are working in O&M Sub-Divisions/Units and Stations who are not entitled for double wages and called upon to work on holidays shall be paid Holiday Work Compensation of Rs.275/- (Rupees Two Hundred and seventy five) and Rs.220/- (Rupees Two hundred and twenty only) per day respectively.

Sanction of conveyance allowance, memento, and funeral expenses shall be made effective from the date of this order.

Any other allowances and Special Pay which are being paid by the Corporation at present in the form of a fixed amount and not mentioned in this



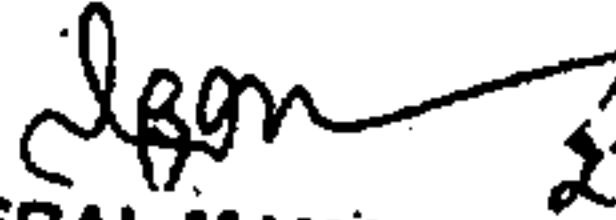
order shall continue to be paid at 10% above the existing amount rounded off to the next five rupees. Any other allowances and Special Pay which are being paid by the Corporation at present as a specified percentage and not mentioned in this order shall continue to be paid at the same percentage subject to the enhancement of ceiling limit by 10%, rounded off to the next five rupees. Such allowances and Special Pay shall be paid subject to the officer complying with the Rules and Regulations regarding grant of the same.

With this revision of pay scales, the Corporation desires that all the Officers will strive to render the most efficient and reliable service to the consumer public to become the best Transmission/Distribution company in the country.

The revised pay shall be drawn in the monthly bills from the month of October 2006 and onwards. Separate orders will be issued with regard to payment of arrears for the period from 1st April 2003 to 30th September 2006.

Any doubts relating to the interpretation/implementations of any of the clauses/ provisions of this Order arises, the same shall be referred to the KPTCL Corporate Office for clarification.

BY ORDER,


GENERAL MANAGER
(ADMN. & HRD)

27/9/06

Copies to:

1. All the Managing Directors, ESCOMs and VVNL
2. All Directors (Technical) /Financial Advisers, KPTCL/ESCOMs.
3. All Chief Engineers Electy., KPTCL/ESCOMs
4. All Superintending Engineers/Controllers, KPTCL/ESCOMs.
5. All Executive Engineers/ Deputy Controllers, KPTCL/ESCOMs.
6. All Accounts Officers, KPTCL/ESCOMs.
7. PS to MD/D(P&IT)/D(T)/D(F), KPTCL.
8. PS to D(Law)/IGP, Vigilance/Chief Conservator of Forests, KPTCL.
9. PS to GM (A & HRD)/ Company Secretary, KPTCL.
10. All Officers, Corporate Office.
11. SA-2, Records/ website

Copy for Information to:

1. The General Secretary, KPTC Employees' Union, (Reg.No. 659).
2. The General Secretary, KEB Engineers' Association.
3. The General Secretary, KPTCL Accounts Officers' Association.
4. The General Secretary, KEB SC/ST Employees Welfare Association.

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

ANNEXURE-I TO ORDER NO.KPTCL/B16/4679/2006-07, DATED: 27.09.2006

PAY SCALES OF OFFICERS WITH EFFECT FROM 1ST APRIL 2003

SL. NO.	DESIGNATION	EXISTING PAY SCALES	REVISED PAY SCALES w.e.f. 01.04.2003
1	i) Executive Director	Rs.18100-450-18550-500-22050-550-23150	Rs.19975-495-20470-550-24320-605-25530
2	i) Chief Engineer (Electricity) ii) Financial Adviser iii) Company Secretary	Rs.15850-450-18550-500-22050	Rs.17500-495-20470-550-24320
3	i) Superintending Engineer (Elec./ Civil) ii) Controller.	Rs.13200-400-13600-450-18550-500-20550	Rs.14585-440-15025-495-20470-550-22670
4	i) Executive Engineer (Elec./Civil) ii) Deputy Controller	Rs.11650-350-12000-400-13600-450-18550-500-19550	Rs.12880-385-13265-440-15025-495-20470-550-21570
5	i) Asst Executive Engineer (Elec./Civil) ii) Accounts Officer iii) Personal Secretary	Rs.8550-250-8800-300-10600-350-12000-400-13600-450-18550	Rs.9470-275-9745-330-11725-385-13265-440-15025-495-20470
6	i) Assistant Engineer (Elec./Civil) ii) Assistant Accounts Officer iii) Senior Personal Assistant	Rs.7800-250-8800-300-10600-350-12000-400-13600	Rs.8645-275-9745-330-11725-385-13265-440-15025

1. The posts of Senior Sports Officer and Public Relations Officer are equivalent to the posts of SEs/Controllers and the posts of Assistant Public Relations Officer and Assistant Sports Officer are equivalent to the posts of AEE/AO/PS.
2. If the Designation of any category of Officers is not included in the above table, the Officers shall be extended the revised scale of pay corresponding to his/her existing scale of pay.
3. The Assistant Engineers (Non-Graduates) shall also be given the same scale and remuneration as given to the Assistant Engineers (Graduates).


 GENERAL MANAGER
 (ADMN. & HRD)

0506

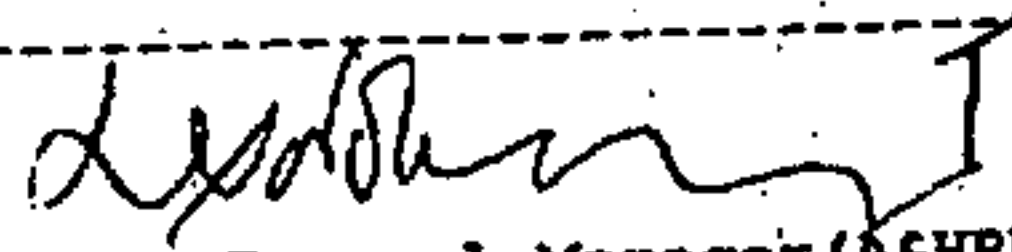
KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 2 to order No. KPTCL/B16/4679/2006-07 dtd 27/09/2006

Existing Scale No. 1 : 18100-450-18550-500-22050-550-23150

Revised Scale NO. 1 : 19975-495-20470-550-24320-605-25530

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	18,100.00	19,975.00
2	18,550.00	20,470.00
3	19,050.00	21,020.00
4	19,550.00	21,570.00
5	20,050.00	22,120.00
6	20,550.00	22,670.00
7	21,050.00	23,220.00
8	21,550.00	23,770.00
9	22,050.00	24,320.00
10	22,600.00	24,925.00
11	23,150.00	25,530.00

 22/9/06
For General Manager (A&HRD)
KPTCL

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KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 2 to order No. KPTCL/B16/4679/2006-07 dtd 27/09/2006

Existing Scale No. 2 : 15850-450-18550-500-22050

Revised Scale NO. 2 : 17500-495-20470-550-24320

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	15,850.00	17,500.00
2	16,300.00	17,995.00
3	16,750.00	18,490.00
4	17,200.00	18,985.00
5	17,650.00	19,480.00
6	18,100.00	19,975.00
7	18,550.00	20,470.00
8	19,050.00	21,020.00
9	19,550.00	21,570.00
10	20,050.00	22,120.00
11	20,550.00	22,670.00
12	21,050.00	23,220.00
13	21,550.00	23,770.00
14	22,050.00	24,320.00


For General Manager (A&HRD) 27/09/06
KPTCL

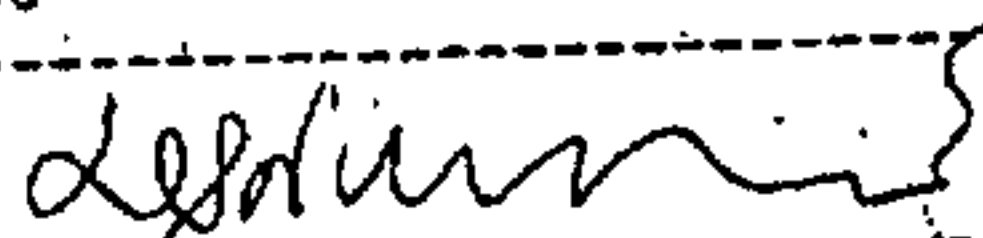
0508

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 2 to order No. KPTCL/B16/4679/2006-07 dtd 27/09/2006

Existing Scale No. 3 : 13200-400-13600-450-18550-500-20550
Revised Scale NO. 3 : 14585-440-15025-495-20470-550-22670

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	13,200.00	14,585.00
2	13,600.00	15,025.00
3	14,050.00	15,520.00
4	14,500.00	16,015.00
5	14,950.00	16,510.00
6	15,400.00	17,005.00
7	15,850.00	17,500.00
8	16,300.00	17,995.00
9	16,750.00	18,490.00
10	17,200.00	18,985.00
11	17,650.00	19,480.00
12	18,100.00	19,975.00
13	18,550.00	20,470.00
14	19,050.00	21,020.00
15	19,550.00	21,570.00
16	20,050.00	22,120.00
17	20,550.00	22,670.00


For General Manager (A&HRD)
KPTCL

27/09/06

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 2 to order No. KPTCL/B16/4679/2006-07 dtd 27/09/2006

Existing Scale No. 4 : 11650-350-12000-400-13600-450-18550-500-19550
Revised Scale NO. 4 : 12880-385-13265-440-15025-495-20470-550-21570

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	11,650.00	12,880.00
2	12,000.00	13,265.00
3	12,400.00	13,705.00
4	12,800.00	14,145.00
5	13,200.00	14,585.00
6	13,600.00	15,025.00
7	14,050.00	15,520.00
8	14,500.00	16,015.00
9	14,950.00	16,510.00
10	15,400.00	17,005.00
11	15,850.00	17,500.00
12	16,300.00	17,995.00
13	16,750.00	18,490.00
14	17,200.00	18,985.00
15	17,650.00	19,480.00
16	18,100.00	19,975.00
17	18,550.00	20,470.00
18	19,050.00	21,020.00
19	19,550.00	21,570.00


For General Manager (A&HRD) 27/09/06
KPTCL

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KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 2 to order No. KPTCL/B16/4679/2006-07 dtd 27/09/2006

Existing Scale No. 5 : 8550-250-8800-300-10600-350-12000-400-13600-450-18550
Revised Scale NO. 5 : 9470-275-9745-330-11725-385-13265-440-15025-495-20470

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	8,550.00	9,470.00
2	8,800.00	9,745.00
3	9,100.00	10,075.00
4	9,400.00	10,405.00
5	9,700.00	10,735.00
6	10,000.00	11,065.00
7	10,300.00	11,395.00
8	10,600.00	11,725.00
9	10,950.00	12,110.00
10	11,300.00	12,495.00
11	11,650.00	12,880.00
12	12,000.00	13,265.00
13	12,400.00	13,705.00
14	12,800.00	14,145.00
15	13,200.00	14,585.00
16	13,600.00	15,025.00
17	14,050.00	15,520.00
18	14,500.00	16,015.00
19	14,950.00	16,510.00
20	15,400.00	17,005.00
21	15,850.00	17,500.00
22	16,300.00	17,995.00
23	16,750.00	18,490.00
24	17,200.00	18,985.00
25	17,650.00	19,480.00
26	18,100.00	19,975.00
27	18,550.00	20,470.00


For General Manager (ASRD) 27/09/06
KPTCL

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Annexure - 2 to order No. KPTCL/B16/4679/2006-07 dtd 27/09/2006

Existing Scale No. 6 : 7800-250-8800-300-10600-350-12000-400-13600
Revised Scale NO. 6 : 8645-275-9745-330-11725-385-13265-440-15025

Sl.No	Existing Pay Stage	Fixation in the Revised Pay Scale
1	7,800.00	8,645.00
2	8,050.00	8,920.00
3	8,300.00	9,195.00
4	8,550.00	9,470.00
5	8,800.00	9,745.00
6	9,100.00	10,075.00
7	9,400.00	10,405.00
8	9,700.00	10,735.00
9	10,000.00	11,065.00
10	10,300.00	11,395.00
11	10,600.00	11,725.00
12	10,950.00	12,110.00
13	11,300.00	12,495.00
14	11,650.00	12,880.00
15	12,000.00	13,265.00
16	12,400.00	13,705.00
17	12,800.00	14,145.00
18	13,200.00	14,585.00
19	13,600.00	15,025.00


For General Manager (A&HRD) 27/09/06
KPTCL

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ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ವಿಷಯ: ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ
ಅಧಿಕಾರಿಗಳ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಪರಿಷ್ಕರಿಸುವ ಬಗ್ಗೆ.

ಓದಲಾಗಿದೆ:

1. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನಿಗಮದ ನೌಕರರ ವೇತನ ಶ್ರೇಣಿ ಪರಿಷ್ಕರಣೆ ಇತ್ಯಾದಿ ವಿಷಯಗಳ ಬಗ್ಗೆ ದಿನಾಂಕ: 25.09.2006 ರಂದು ಕವಿಪ್ರನಿನಿ ಆಡಳಿತ ವರ್ಗ ಹಾಗೂ ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂ.ಸಂ. 659) ಇವುಗಳ ನಡುವೆ ಏರ್ಪಟ್ಟಿರುವ ನಿವೇದನ ಒಪ್ಪಂದ.
2. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನಿಗಮದ ಅಧಿಕಾರಿಗಳ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಪರಿಷ್ಕರಿಸಿ ಹೊರಡಿಸಿರುವ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/4679/2006-07 ದಿನಾಂಕ: 27.09.2006.
3. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನೌಕರರಿಗೆ ಶೇಕಡ 2 ರಷ್ಟು ವೇತನ ಹೆಚ್ಚಳವನ್ನು ನೌಕರರ ಕಾರ್ಯಕ್ಷಮತೆ ಆಧರಿಸಿ ನಿಗದಿಪಡಿಸುವಂತೆ ಮತ್ತು ಶೇಕಡ 2 ರಷ್ಟು ವೇತನ ಹೆಚ್ಚಳ ಮಂಜೂರು ಮಾಡಲು ನೌಕರರ ಕಾರ್ಯಕ್ಷಮತೆ ಅಳತೆಗೋಲು ನಿಗದಿಪಡಿಸಿ ಪ್ರಸ್ತಾವನೆಗೆ ನಿಗಮದ ಆಡಳಿತ ಮಂಡಳಿಯ ಅನುಮೋದನೆಯನ್ನು ಪಡೆಯುವಂತೆ ಸೂಚಿಸಿರುವ ಸರ್ಕಾರದ ಪತ್ರ ಸಂಖ್ಯೆ: ಇಎನ್ 106 ಇಇಬಿ 2007 ದಿನಾಂಕ: 24.11.2007.
4. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನೌಕರರಿಗೆ ಶೇಕಡ 2 ರಷ್ಟು ಅಧಿಕ ಮೂಲ ವೇತನ ಪರಿಷ್ಕರಣೆ ಹಾಗೂ ಕವಿಪ್ರನಿನಿ/ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳ ನೌಕರರ ಒಟ್ಟಾರೆ ಕಾರ್ಯಕ್ಷಮತೆಯನ್ನು ನಿರ್ಧರಿಸಲು ನಿಗದಿಪಡಿಸಿರುವ ಮಾನದಂಡವನ್ನು ಅನುಮೋದಿಸಿರುವ, ದಿನಾಂಕ: 18.03.2008 ರಂದು ನಡೆದ ನಿಗಮದ ನಿರ್ದೇಶಕರುಗಳ ಮಂಡಳಿಯ 65ನೇ ಸಭೆಯ ನಿರ್ಣಯ.
5. ದಿನಾಂಕ: 17.04.2008 ರಂದು ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂ.ಸಂ. 659) ಮತ್ತು ಇತರೆ ಸಂಘ/ಸಂಸ್ಥೆಗಳೊಂದಿಗೆ ನಡೆದ ಜಂಟಿ ಸಭೆಯ ನಿರ್ಣಯ.
6. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/4678/2006-07 ದಿನಾಂಕ: 02.06.2008.

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/4679/2006-07

ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 02.06.2008

ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಅಧಿಕಾರಿಗಳ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಶೇಕಡ 10 ರಷ್ಟು ಪರಿಷ್ಕರಿಸಿ ಹೊರಡಿಸಿರುವ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/4679/2006-07 ದಿನಾಂಕ: 27.09.2006 ನ್ನು ಭಾಗಶಃ ಮಾರ್ಪಡಿಸಿ ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಅಧಿಕಾರಿಗಳ ಮೂಲ ವೇತನವನ್ನು ಈ ಕೆಳಗಿನ ಷರತ್ತು ಹಾಗೂ ನಿಬಂಧನೆಗಳಿಗೊಳಪಟ್ಟು ಶೇಕಡ 12 ರಷ್ಟು ಪರಿಷ್ಕರಿಸಲು ನಿಗಮವು ಅನುಮೋದಿಸಿದೆ.

1. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಅಧಿಕಾರಿಗಳ ಮೂಲ ವೇತನವನ್ನು ಶೇಕಡ 10 ರಿಂದ ಶೇಕಡ 12ಕ್ಕೆ ಪರಿಷ್ಕರಿಸಿದ ತರುವಾಯ ವೇತನವನ್ನು ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿನಿ/ಬಿ16/4679/2006-07 ದಿನಾಂಕ: 27.09.2006 ರ ಅನುಬಂಧ-1 ರಲ್ಲಿ ತಿಳಿಸಿರುವ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ನಿಗದಿಪಡಿಸುವುದು.

2. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07 ದಿನಾಂಕ: 27.09.2006 ರ ಅನುಬಂಧ-1 ರಲ್ಲಿ ತಿಳಿಸಿರುವ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನವನ್ನು ಈಗಾಗಲೇ ಶೇಕಡ 10 ರಷ್ಟು ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಪರಿಷ್ಕರಿಸಿ ವೇತನ ನಿಗದಿಪಡಿಸಿರುವುದನ್ನು ಪರಿಗಣನೆಗೆ ತೆಗೆದುಕೊಳ್ಳದೆ ಮೊದಲ ಬಾರಿಗೆ ಅಧಿಕಾರಿಗಳ ಮೂಲ ವೇತನವನ್ನು ಶೇಕಡ 12 ರಷ್ಟು ಪರಿಷ್ಕರಿಸಲಾಗಿದೆ ಎಂದು ಭಾವಿಸಿ ನಿಗದಿಪಡಿಸುವುದು.
3. ದಿನಾಂಕ: 01.04.2003 ಕ್ಕಿಂತ ಹಿಂದಿನ ಪರಿಷ್ಕೃತ ಪೂರ್ವ ವೇತನ ಶ್ರೇಣಿಯ ವಿವಿಧ ವೇತನದ ಹಂತಗಳಿಗೆ ಸಂವಾದಿಯಾಗಿ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ನಿಗದಿಪಡಿಸಬೇಕಾದ ವೇತನವನ್ನು ಅನುಬಂಧ-1 ರಲ್ಲಿ ತಿಳಿಸಲಾಗಿದೆ.
4. ಯಾವುದೇ ಅಧಿಕಾರಿಯು ದಿನಾಂಕ: 01.04.2003 ರಿಂದ 31.03.2010 ರ ಅವಧಿಯಲ್ಲಿ ತನ್ನ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ್ದರೆ/ ತಲುಪಿದಾಗ ಆತನ/ಆಕೆಯ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಎಲಾಂಗೇಟ್ ಮಾಡಿ ವೈಯಕ್ತಿಕವಾಗಿ ಅನ್ವಯವಾಗುವಂತೆ ನಿಯಮಾನುಸಾರ ಎಲಾಂಗೇಷನ್ ಫೌಲಭ್ಯ ವಿಸ್ತರಿಸುವುದು.
5. ಪ್ರಸ್ತುತ ಸ್ಥಿತಿಯಿಂದ ಮಾರ್ಪಡಿಸಿ ಅಧಿಕಾರಿಗಳ ಒಟ್ಟಾರೆ ಕಾರ್ಯಕ್ಷಮತೆಯನ್ನು ನಿರ್ಧರಿಸಲು ಈ ಕೆಳಗಿನ ಮಾನದಂಡವನ್ನು ಅಳವಡಿಸುವುದು.

ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು

ಕ್ರಮ ಸಂಖ್ಯೆ	ಕಠಿವರಬಲ್ಲ	
1	ಎಟಿ ಮತ್ತು ಸಿ ನಷ್ಟ	ಎ (ಒಟ್ಟಾರೆ) ಬಿ (ಎಲ್.ಟಿ-4 ಹೊರತಾಗಿ)
2	ಬೇಡಿಕೆ ಅನುಪಾತಕ್ಕೆ ಮುಕ್ತಾಯ ಶಿಲ್ಕು ಪ್ರಮಾಣ	ಎ (ಒಟ್ಟಾರೆ) ಬಿ (ಎಲ್.ಟಿ-4 ಹೊರತಾಗಿ)
3	ನಗದು ವಸೂಲಿ/ ಇನ್‌ಪುಟ್ ಪರ್ ಕೆ.ಡಬ್ಲ್ಯೂ.ಹೆಚ್	ಎ (ಒಟ್ಟಾರೆ) ಬಿ (ಎಲ್.ಟಿ-4 ಹೊರತಾಗಿ)
4	ಹೊಸ ಗ್ರಾಹಕರ ನೋಂದಣಿ	


ಕವಿಪ್ರನಿ

ಕ್ರಮ ಸಂಖ್ಯೆ	ಕಠಿವರಬಲ್ಲ	
1	ಠಲಯದಿಲಿಟ ಇನ್ವೆಕ್ಟ್	ಎಂ.ಯು.ಎಸ್.ಎಸ್. 66 ಕೆವಿ ಮತ್ತು ಮೇಲ್ಕಟ್ಟು ಲೈನ್ 66 ಕೆವಿ ಮತ್ತು ಮೇಲ್ಕಟ್ಟು
2	ಯೂನಿವರ್ಸಲ್ ಮೀಟರಿಂಗ್ ಸ್ಕೀಮ್ಸ್	ಸ್ಕೀಮ್‌ಗಳು 66 ಕೆವಿ ಮತ್ತು ಮೇಲ್ಕಟ್ಟು ಇಂಟರ್‌ಫೇಸ್ ಪಾಯಿಂಟ್ಸ್ 11 ಕೆವಿ ಕ್ಲೀಡರ್ಸ್ ಎನರ್ಜಿ ಎಕ್ಸ್‌ಚೇಂಜ್ ಪಾಯಿಂಟ್ಸ್

6. ಅಧಿಕಾರಿಗಳ ಪ್ರಸ್ತುತ ಕಾರ್ಯಕ್ಷಮತೆಯ ಸ್ಥಿತಿ ಹಾಗೂ ನಿರೀಕ್ಷಿತ ಕಾರ್ಯಕ್ಷಮತೆ ಮಟ್ಟವನ್ನು ಸಂಬಂಧಪಟ್ಟ ಎಡ್ಮೆಂಟ್ ಸರಬರಾಜು ಕಂಪನಿಗಳ ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರುಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿ ನಿ ಇವರ ಅನುಮತಿಯನ್ನು ಪಡೆದು ಅನುಮೋದಿಸುವುದು. ಮೊದಲ ಕಾರ್ಯಕ್ಷಮತೆ ಮಟ್ಟವನ್ನು ಏಪ್ರಿಲ್ 2009 ರಲ್ಲಿ ಹಾಗೂ ಎರಡನೇ ಕಾರ್ಯಕ್ಷಮತೆ ಮಟ್ಟವನ್ನು ಏಪ್ರಿಲ್ 2010 ರಲ್ಲಿ ವಿಮರ್ಶಿಸುವುದು.
7. ದಿನಾಂಕ: 01.04.2009 ರಿಂದ ಶೇಕಡ 2 ರಷ್ಟರ ವೇತನ ನಿಗದಿಕರಣದ ವ್ಯತ್ಯಾಸದ ಮೊತ್ತವನ್ನು ಸಂಬಂಧಪಟ್ಟ ಅಧಿಕಾರಿಗೆ ನಿಗದಿಪಡಿಸಿರುವ ಹಿಂದಿನ ವರ್ಷದ ಕಾರ್ಯಕ್ಷಮತೆ ಮಟ್ಟವನ್ನು ಸಾಧಿಸಿದ ನಂತರ ಬಿಡುಗಡೆಗೊಳಿಸುವುದು.
8. ದಿನಾಂಕ: 01.11.2007 ರಂದು ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿದ್ದ ಅಧಿಕಾರಿಗಳ ಪ್ರಕರಣದಲ್ಲಿ ಸದರಿ ವೇತನ ಪರಿಷ್ಕರಣೆಯ ಸಂಬಂಧ ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ದಿನಾಂಕ: 31.10.2007 ರವರೆಗಿನ ಬಾಕಿ ಮೊತ್ತವನ್ನು ಈಗಾಗಲೇ ರಚಿಸಿರುವ ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳ ನೌಕರರ ಕಲ್ಯಾಣ ಟ್ರಸ್ಟಿನಲ್ಲಿ ತೊಡಗಿಸಲು ವರ್ಗಾಯಿಸುವುದು.
9. ಈ ಆದೇಶದ ಅನ್ವಯ ಪರಿಷ್ಕೃತ ವೇತನವನ್ನು ಜೂನ್ 2008 ರ ತಿಂಗಳು ಹಾಗೂ ನಂತರದ ತಿಂಗಳುಗಳ ಸಂಬಳದ ಹುಂಡಿಯಲ್ಲಿ ನಗದಾಗಿ ಪಾವತಿಸುವುದು. ಈ ಕೆಳಗಿನ ಅವಧಿಗೆ ಪಾವತಿ ಮಾಡಬೇಕಾಗಿರುವ ಬಾಕಿ ಮೊತ್ತದ ಬಗ್ಗೆ ಪ್ರತ್ಯೇಕ ಆದೇಶವನ್ನು ಹೊರಡಿಸಲಾಗುವುದು.
 - i. ದಿನಾಂಕ: 01.04.2003 ರಿಂದ 31.10.2007 ರ ಅವಧಿಯಲ್ಲಿ ನಿವೃತ್ತರಾಗಿರುವ/ ಮರಣ ಹೊಂದಿರುವ ಅಧಿಕಾರಿಗಳಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ.
 - ii. ದಿನಾಂಕ: 01.11.2007 ರಿಂದ 31.05.2008 ರ ಅವಧಿಯಲ್ಲಿ ನಿವೃತ್ತರಾಗಿರುವ/ ಮರಣ ಹೊಂದಿರುವ ಅಧಿಕಾರಿಗಳಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ.
 - iii. ದಿನಾಂಕ: 01.06.2008 ರಂದು ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿದ್ದ ಅಧಿಕಾರಿಗಳಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ದಿನಾಂಕ: 01.11.2007 ರಿಂದ 31.05.2008 ರ ಅವಧಿಗೆ.

ದಿನಾಂಕ: 27.09.2006 ರ ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07 ರಲ್ಲಿನ ಇತರೆ ಅಂಶಗಳಲ್ಲಿ ಯಾವುದೇ ಬದಲಾವಣೆಗಳು ಇರುವುದಿಲ್ಲ.

ಆದೇಶದ ಮೇರೆಗೆ,


 ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು
 (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

ಗೆ:

1. ನಿರ್ದೇಶಕರು (ಕಾರ್ಮಿಕ), ಕವಿಪ್ರನಿ.
2. ಶ್ರೀ.ಬಿ.ಎನ್.ಸತ್ಯಪ್ರೇಮಕುಮಾರ್, ನಿರ್ದೇಶಕರು, ಮೆಸ್ಕಾಂ, ಸೆಸ್ಕಾ, ಹೆಸ್ಕಾಂ ಹಾಗೂ ಚೆಸ್ಕಾಂ.
3. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಎಲ್ಲಾ ಎಡ್ಮೆಂಟ್ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
4. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ಎ), ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
5. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
6. ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ ಎಸ್ಕಾಂಗಳು.

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8. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
9. ಎಲ್ಲಾ ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
10. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರಸನ್ನಿ/ಎಸ್ಕಾಂಗಳು ಹಾಗೂ ವಿ.ವಿ.ಸಿ.ಸಿ/ ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು) /ನಿರ್ದೇಶಕರು(ಪ್ರಸರಣ)/ ನಿರ್ದೇಶಕರು (ಕಾನೂನು), ಕವಿಪ್ರಸನ್ನಿ/ ನಿರ್ದೇಶಕರು, ಒ.ಸಿ.ಕೆ.ಎಲ್.
11. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ), ಕವಿಪ್ರಸನ್ನಿ, ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
12. ಎಲ್ಲಾ ಅಧಿಕಾರಿಗಳು, ನಿಗಮ ಕಾರ್ಯಾಲಯ.
13. ಎಸ್.ಎ.-II ದಾಖಲೆಗಳು.

ಪ್ರತಿಯನ್ನು ಮಾಹಿತಿಗಾಗಿ ರವಾನಿಸಿದೆ:

1. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸನ್ನಿ. ನೌಕರರ ಸಂಘ (ನೋ.ಸಂ. 659).
2. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ. ಇಂಜಿನಿಯರುಗಳ ಸಂಘ.
3. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸನ್ನಿ. ಲೆಕ್ಕಾಧಿಕಾರಿಗಳ ಸಂಘ.
4. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ. ಪರಿಶಿಷ್ಟ ಜಾತಿ ಮತ್ತು ಪರಿಶಿಷ್ಟ ವರ್ಗಗಳ ಕಲ್ಯಾಣ ಸಂಸ್ಥೆ (೦), ಕೇಂದ್ರ, ಸಮಿತಿ.

ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ


ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-1: 18100-450-18550-500-22050-550-23150

ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-1: 19975-495-20470-550-24320-605-25530

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣ
1	18,100.00	20,470.00
2	18,550.00	21,020.00
3	19,050.00	21,570.00
4	19,550.00	22,120.00
5	20,050.00	22,670.00
6	20,550.00	23,220.00
7	21,050.00	23,770.00
8	21,550.00	24,320.00
9	22,050.00	24,925.00
10	22,600.00	25,530.00
11	23,150.00	26,135.00


ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಆ.)
ಇವರ ಪರವಾಗಿ

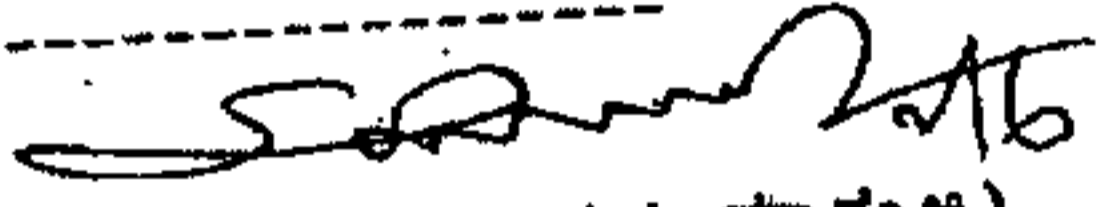
ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ದಿ16/4679/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-2: 15850-450-18550-500-22050
ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-2: 17500-495-20470-550-24320

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣ
1	15,850.00	17,995.00
2	16,300.00	18,490.00
3	16,750.00	18,985.00
4	17,200.00	19,480.00
5	17,650.00	19,975.00
6	18,100.00	20,470.00
7	18,550.00	21,020.00
8	19,050.00	21,570.00
9	19,550.00	22,120.00
10	20,050.00	22,670.00
11	20,550.00	23,220.00
12	21,050.00	23,770.00
13	21,550.00	24,320.00
14	22,050.00	24,870.00


ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಆ.)
ಇವರ ಪರವಾಗಿ

ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-3: 13200-400-13600-450-18550-500-19550

ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-3: 14585-440-15025-495-20470-550-22670

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣ
1	13,200.00	15,025.00
2	13,600.00	15,520.00
3	14,050.00	16,015.00
4	14,500.00	16,510.00
5	14,950.00	17,005.00
6	15,400.00	17,500.00
7	15,850.00	17,995.00
8	16,300.00	18,490.00
9	16,750.00	18,985.00
10	17,200.00	19,480.00
11	17,650.00	19,975.00
12	18,100.00	20,470.00
13	18,550.00	21,020.00
14	19,050.00	21,570.00
15	19,550.00	22,120.00
16	20,050.00	22,670.00
17	20,550.00	23,220.00

ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಅ.)
ಇವರ ಪರವಾಗಿ

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ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-4: 11650-350-12000-400-13600-450-18550-500-19550.
ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-4: 12880-385-13265-440-15025-495-20470-550-21570

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸಿದ
1	11,650.00	13,265.00
2	12,000.00	13,705.00
3	12,400.00	14,145.00
4	12,800.00	14,585.00
5	13,200.00	15,025.00
6	13,600.00	15,520.00
7	14,050.00	16,015.00
8	14,500.00	16,510.00
9	14,950.00	17,005.00
10	15,400.00	17,500.00
11	15,850.00	17,995.00
12	16,300.00	18,490.00
13	16,750.00	18,985.00
14	17,200.00	19,480.00
15	17,650.00	19,975.00
16	18,100.00	20,470.00
17	18,550.00	21,020.00
18	19,050.00	21,570.00
19	19,550.00	22,120.00

ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಆ.)
ಇವರ ಪರವಾಗಿ

ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಡಿ16/4679/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-5: 8550-250-8800-300-10600-350-12000-400-13600-450-18550
ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-5: 9470-275-9745-330-11725-385-13265-440-15025-495-20470

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪರಣ
1	8,550.00	9,745.00
2	8,800.00	10,075.00
3	9,100.00	10,405.00
4	9,400.00	10,735.00
5	9,700.00	11,065.00
6	10,000.00	11,395.00
7	10,300.00	11,725.00
8	10,600.00	12,110.00
9	10,950.00	12,495.00
10	11,300.00	12,880.00
11	11,650.00	13,265.00
12	12,000.00	13,705.00
13	12,400.00	14,145.00
14	12,800.00	14,585.00
15	13,200.00	15,025.00
16	13,600.00	15,520.00
17	14,050.00	16,015.00
18	14,500.00	16,510.00
19	14,950.00	17,005.00
20	15,400.00	17,500.00
21	15,850.00	17,995.00
22	16,300.00	18,490.00
23	16,750.00	18,985.00
24	17,200.00	19,480.00
25	17,650.00	19,975.00
26	18,100.00	20,470.00
27	18,550.00	20,965.00



ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಆ.)
ಇವರ ಪರವಾಗಿ

ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

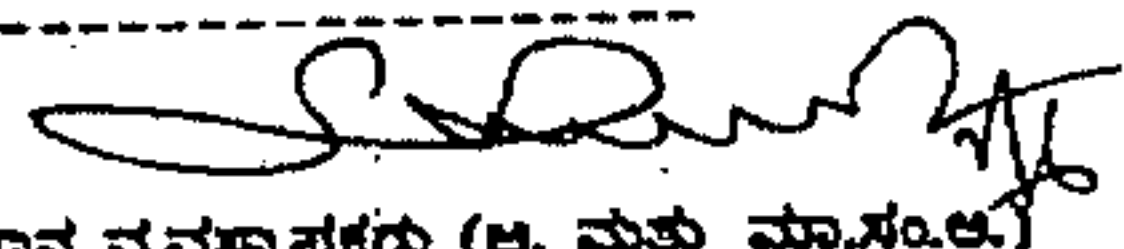
ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ದಿ16/4679/2006-07 ದಿನಾಂಕ 2.6.2008

ಅನುಬಂಧ-1

ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿ-6: 7800-250-8800-300-10600-350-12000-400-13600

ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿ-6: 8645-275-9745-330-11725-385-13265-440-15025

ಕ್ರಮ ಸಂಖ್ಯೆ	ಪ್ರಸ್ತುತ ವೇತನದ ಹಂತ	ಪರಿಷ್ಕೃತ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಕರಣ
1	7,800.00	8,920.00
2	8,050.00	9,195.00
3	8,300.00	9,470.00
4	8,550.00	9,745.00
5	8,800.00	10,075.00
6	9,100.00	10,405.00
7	9,400.00	10,735.00
8	9,700.00	11,065.00
9	10,000.00	11,395.00
10	10,300.00	11,725.00
11	10,600.00	12,110.00
12	10,950.00	12,495.00
13	11,300.00	12,880.00
14	11,650.00	13,265.00
15	12,000.00	13,705.00
16	12,400.00	14,145.00
17	12,800.00	14,585.00
18	13,200.00	15,025.00
19	13,600.00	15,465.00


ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆ. ಮತ್ತು ಮಾ.ಸಂ.ಆ.)
ಇವರ ಪರವಾಗಿ

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KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Sub: Stepping up of pay of Officers/Workmen consequent to revision of pay scales w.e.f. 01.04.2003

READ:


1. Board Order No. KEB/B16/3590/98-99 dated: 26.05.1999 according approval for stepping up of pay of Officers/ Workmen to that of their juniors in cases where the pay of the seniors so fixed/ refixed in the revised pay scales of 01.04.1998 is less than the Officers/Workmen who have been promoted on or after 01.04.1998.
2. Order No. KPTCL/B16/4678/2006-07 Dated: 27.9.2006 revising the pay scales and other allowances of Workmen w.e.f. 01.04.2003.
3. Order No. KPTCL/B16/4679/2006-07. Dated: 27.9.2006 revising the pay scales and other allowances of Officers w.e.f. 01.04.2003.
4. Corporate Office note dated: 01.01.2008.

ORDER No. KPTCL/B16/4679/2006-07 (A) BANGALORE DATED: 28 JAN 2008

1. Board is pleased to accord approval for stepping up of pay of Officers/ Workmen to that of their juniors in cases where the pay of the seniors so fixed/ refixed in the revised pay scales of 01.04.2003 is less than the Officers/Workmen who have been promoted on or after 01.04.2003, subject to the conditions that;
 - i. The senior should have drawn equal or more pay prior to 01.04.2003 than that of his junior.
 - ii. There is no dispute about the seniority of the seniors and the juniors.
 - iii. the disparity has not arisen due to stoppage of increment or reduction of pay of the seniors.
 - iv. the disparity has not arisen due to grant of additional/ advance increments to the juniors possessing or passing prescribed departmental examinations or acquiring higher qualification or for any such other reasons.
2. Consequent to the step up of pay of the seniors to that of the juniors, the next increment of the seniors shall accrue on completion of one full incremental period from the date of stepping up of their pay. The incremental period for this purpose being determined in accordance with Regulations 40 and 42 of KEBESR.

3. However, after the sanction of annual increment to the junior, if disparity in pay occurs once again between the junior and senior employee, then the pay of the senior shall be stepped up to the pay of the junior, from the date of sanction/ accrual of the annual increment of the junior.

BY ORDER,


GENERAL MANAGER
(ADMN. & HRD)

Copies to:

1. V.Narayana Gowda, Director (Labour) and President, KPTC Employees Union (Reg. No.659).
2. Sri.B.N.Satyapremkumar, Director, CESC, MESCOM, HESCOM and GESCOM.
3. All Managing Directors, ESCOMs/VVNL(KPCL).
4. All Chief Engineers, Electy., KPTCL/ESCOMs.
5. All Financial Advisers, KPTCL/ESCOMs.
6. All Superintending Engineers, KPTCL/ESCOMs.
7. All Controllers, KPTCL/ESCOMs.
8. All Executive Engineers, KPTCL/ESCOMs.
9. All Deputy Controllers, KPTCL/ESCOMs.
10. PS to MD, KPTCL, Director(Transmission)/Director(Law)/Director(Finance), KPTCL.
11. PS to GM (A&HRD), Company Secretary, KPTCL.
12. All Officers, Corporate Office.
13. SA-II, Records.

Copy for information to:

1. The General Secretary, KPTC Employees' Union (Reg. No: 659).
2. The General Secretary, KEB Engineers' Association,
3. The General Secretary, KPTCL Accounts Officers' Association.
4. The General Secretary, KEB SC/ST Employees' Welfare Association, Central Committee.

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ಟೆಲೆಫನ್ : 845-2453 ಕೆ.ಎಚ್.ಎಸ್.
ಗ್ರಾಂಪ್ : ಕಪ್ಪಾನ್



ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಪೊರೇಟ್ ಆಫೀಸ್,
"ಕಾವೇರಿ ಭವನ"
ಬೆಂಗಳೂರು-560 009

25 JUN 2008

ದಿನಾಂಕ

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07 (ಬಿ)

ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ಬಿ),
ಕಾರ್ಯ ಮತ್ತು ಪಾಲನಾ ವಿಭಾಗ,
ಜೆಸ್ಸಾಂ,
ಬಳ್ಳಾರಿ.

ಮಾನ್ಯರೆ,

ವಿಷಯ: ದಿನಾಂಕ: 01.04.2003 ರ ನಂತರ ಒಂದು ವರ್ಷದ ಪ್ರೊಬೇಷನರಿ
ಅವಧಿಯ ಮೇಲೆ ನೇರ ನೇಮಕಾತಿ ಹೊಂದಿರುವ ನೌಕರರಿಗೆ
ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಪಡಿಸುವ ಬಗ್ಗೆ

- ಉಲ್ಲೇಖ: 1. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4678/2006-07
ದಿನಾಂಕ: 27.09.2006 ಘಾಗೂ 02.06.2008.
2. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07.
ದಿನಾಂಕ: 27.09.2006 ಘಾಗೂ 02.06.2008.
3. ದಿನಾಂಕ: 16.06.2008 ರ ನಿಮ್ಮ ಪತ್ರ.

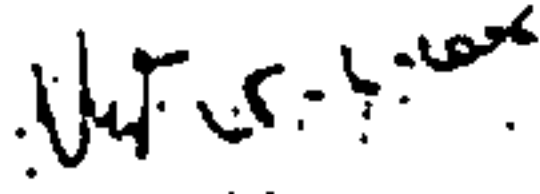
ದಿನಾಂಕ: 16.06.2008 ರ ನಿಮ್ಮ ಪತ್ರದಲ್ಲಿ ದಿನಾಂಕ: 01.04.2003 ರ ನಂತರ ಒಂದು ವರ್ಷದ
ಪ್ರೊಬೇಷನರಿ ಅವಧಿಯಲ್ಲಿ ನೇರ ನೇಮಕಾತಿ ಹೊಂದಿದ ನೌಕರರ ಪ್ರಕರಣಗಳಲ್ಲಿ ನಿಗಮದ ದಿನಾಂಕ:
02.06.2008 ರ ಆದೇಶದ ಪ್ರಕಾರ ಮೂಲ ವೇತನವನ್ನು ಶೇಕಡ 12 ರಷ್ಟು ಪರಿಷ್ಕೃತ ವೇತನವನ್ನು
ನಿಗದಿಪಡಿಸಿದಾಗ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯ ಕನಿಷ್ಠ ಹಂತಕ್ಕಿಂತ ಒಂದು ಹಂತ ಮುಂದಕ್ಕೆ
ನಿಗದಿಯಾಗುತ್ತದೆ ಎಂದು ತಿಳಿಸಿ ಇಂತಹ ಸಂದರ್ಭದಲ್ಲಿ ಇವರ ವೇತನವನ್ನು ವೇತನ ಶ್ರೇಣಿಯ ಕನಿಷ್ಠ
ಹಂತದಲ್ಲಿ ನಿಗದಿಪಡಿಸಬೇಕೆ? ಅಥವಾ ಕನಿಷ್ಠ ಹಂತಕ್ಕಿಂತ ಒಂದು ಹಂತ ಮುಂದಕ್ಕೆ ನಿಗದಿಪಡಿಸಬೇಕೆ?
ಎಂಬುದರ ಬಗ್ಗೆ ಸ್ಪಷ್ಟೀಕರಣವನ್ನು ಕೇಳುತ್ತೀರಿ.

ಪ್ರೊಬೇಷನರಿ ಅವಧಿಯಲ್ಲಿ ನೌಕರರು ತಮ್ಮ ಹುದ್ದೆಯಲ್ಲಿನ ವೇತನ ಶ್ರೇಣಿಯ ಕನಿಷ್ಠ ಹಂತದ
ವೇತನವನ್ನು ಪಡೆಯಲು ಅರ್ಹರಾಗಿರುತ್ತಾರೆ. ಇವರ ಪ್ರೊಬೇಷನರಿ ಅವಧಿ ತುಂಬಿ ಕರವಾಗಿ ಪೂರೈಕೆಯಾಗಿದೆ
ಎಂದು ಘೋಷಣೆಯಾದ ನಂತರ ನೇಮಕಾತಿ ಹೊಂದಿದ ಒಂದು ವರ್ಷಕ್ಕೆ ಇವರು ವಾರ್ಷಿಕ ವೇತನ ಬಡ್ಡಿ
ಅರ್ಹರಾಗುತ್ತಾರೆ. ಆದ್ದರಿಂದ, ದಿನಾಂಕ: 01.04.2003 ರ ನಂತರ ಒಂದು ವರ್ಷದ ಪ್ರೊಬೇಷನರಿ

0525

ಅವಧಿಯಲ್ಲಿ ನೇಮಕಾತಿ ಹೊಂದಿದ ಎಲ್ಲಾ ನೌಕರರಿಗೂ ಪ್ರೋಬೇಷನರಿ ಅವಧಿಯಲ್ಲಿ ವೇತನವನ್ನು ಸಂಬಂಧವೆಟ್ಟ ಕುದ್ದೆಯ ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯ ಕನಿಷ್ಠ ಹಂತದಲ್ಲಿ ನಿಗದಿಪಡಿಸುವಂತೆ ಸ್ಪಷ್ಟೀಕರಿಸಲಾಗಿದೆ.

ನಿಮ್ಮ ವಿಶ್ವಾಸಿ,



ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು
(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)

ಗೆ:

1. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಎಲ್ಲಾ ವಿಭಾಗ ಸರಬರಾಜು ಕಂಪನಿಗಳು.
2. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ಎ), ಕವಿಪ್ರಸನ್ನಿ/ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಆಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
5. ಎಲ್ಲಾ ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
6. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್‌ಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
7. ಎಲ್ಲಾ ಉಪ ಅಧೀನನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
8. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರಸನ್ನಿ/ಎಸ್ಕಾಂಗಳು, ಹಾಗೂ ವಿ.ವಿ.ನಿ.ನಿ/ ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು) /ನಿರ್ದೇಶಕರು(ಪ್ರಸಾರಣ)/ ನಿರ್ದೇಶಕರು (ಕುಸುಮ); ಕವಿಪ್ರಸನ್ನಿ/ ನಿರ್ದೇಶಕರು, ವಿ.ಸಿ.ಕೆ.ಎಲ್.
9. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ), ಕವಿಪ್ರಸನ್ನಿ, ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರಸನ್ನಿ/ ಎಸ್ಕಾಂಗಳು.
10. ಎಸ್.ಎ.-II ದಾಖಲೆಗಳು.
11. ಮೈಟ್‌ಸೈಟ್

ಬೆಲೆ : 845-2435 ಕೆಇಬಿಎಸ್
ಗ್ರಾಂ : ಕೆಪ್ಪಾನ್



ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ಕಾರ್ಯದರ್ಶಿ ಅಧಿಕಾರಿ
"ಕಾರ್ಪೊರೇಷನ್"
ಬೆಂಗಳೂರು-560001

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07

ದಿನಾಂಕ: 11-7-08

11.07.08

ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ವಿ),
ಉಡುಪಿ ವಿಭಾಗ,
ಮುಸ್ಸಾಂ,
ಉಡುಪಿ.

ಮಾನ್ಯರೇ,

ವಿಷಯ: ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ವೇತನ ಶ್ರೇಣಿ
ಪರಿಷ್ಕರಣೆ ತರುವಾಯ ಅಧಿಕಾರಿಗಳಿಗೆ ಎಲಾಂಗೇಷನ್ ಫಿಲಿಟ್ಟು
ಮಂಜೂರು ಮಾಡುವ ಬಗ್ಗೆ ಸ್ಪಷ್ಟೀಕರಣ.

- ಉಲ್ಲೇಖ: 1. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07
ದಿನಾಂಕ: 27.09.2006.
2. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07
ದಿನಾಂಕ: 02.06.2008.
3. ದಿನಾಂಕ: 10.06.2008 ರ ನಿಮ್ಮ ಪತ್ರ.

ದಿನಾಂಕ: 01.04.2003 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಅಧಿಕಾರಿಗಳ ವೇತನ ಶ್ರೇಣಿಯನ್ನು
ಉಲ್ಲೇಖ (1) ಹಾಗೂ (2) ರಲ್ಲಿನ ಆದೇಶಗಳಲ್ಲಿ ಪರಿಷ್ಕರಿಸಿದ ತರುವಾಯ ಎಲಾಂಗೇಷನ್ ಫಿಲಿಟ್ಟು
ಮಂಜೂರು ಮಾಡುವ ಬಗ್ಗೆ ದಿನಾಂಕ: 10.06.2008 ರ ನಿಮ್ಮ ಪತ್ರಕ್ಕೆ ಅನುಗುಣವಾಗಿ ಈ ಕೆಳಗಿನಂತೆ
ಸ್ಪಷ್ಟೀಕರಿಸಲಾಗಿದೆ:

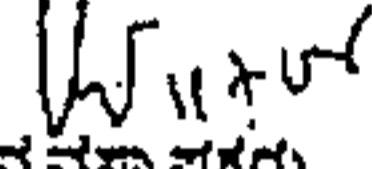
1. ದಿನಾಂಕ: 01.04.2003 ರ ನಂತರ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿದ/
ತಲುಪುವ ಸಹಾಯಕ ಲೆಕ್ಕಾಧಿಕಾರಿ/ ಸಹಾಯಕ ಇಂಜಿನಿಯರ್/ ಹಿರಿಯ ಆಪ್ತ ಸಹಾಯಕ
ಹಾಗೂ ಸಮನಾಂತರ ಪುದ್ಗಲ ಅಧಿಕಾರಿಗಳಿಗೆ ಎಲಾಂಗೇಷನ್ ಫಿಲಿಟ್ಟು ವಿಸ್ತರಿಸಿ
ವೇತನವನ್ನು ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07 ದಿನಾಂಕ:
27.09.2006 ರಲ್ಲಿನ ಆದೇಶದ ಕಂಡಿಕೆ III ರಲ್ಲಿ ತಿಳಿಸಿರುವಂತೆ ಲೆಕ್ಕಾಧಿಕಾರಿ/ ಸಹಾಯಕ
ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್/ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ ಸಮನಾಂತರ ಪುದ್ಗಲ
ವೇತನ ಶ್ರೇಣಿಗಳಲ್ಲಿ ಸೂಕ್ತ ಹಂತದಲ್ಲಿ ನಿಗದಿಪಡಿಸುವುದು.

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- ii. ದಿನಾಂಕ: 01.04.2003 ರ ನಂತರ ವೇತನ ಶ್ರೇಣಿಯ ಗರಿಷ್ಠ ಹಂತವನ್ನು ತಲುಪಿರಾಕು/ ತಲುಪುವ ಲೆಕ್ಕಾಧಿಕಾರಿ/ ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್/ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿ ಹಾಗೂ ಸಮನಾಂತರ ಮತ್ತು ಮೇಲ್ಪಟ್ಟ ಹುದ್ದೆಗಳಲ್ಲಿನ ಅಧಿಕಾರಿಗಳಿಗೆ ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/4679/2006-07 ದಿನಾಂಕ: 02.06.2008 ರಲ್ಲಿನ ಕಂಡಿಕೆ 4 ರಲ್ಲಿ ತಿಳಿಸಿರುವಂತೆ ಅವರ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಎಲಾಂಗೇಷನ್ ಮಾಡಿ ವೈಯುಕ್ತಿಕವಾಗಿ ಅನ್ವಯವಾಗುವಂತೆ ನಿಯಮಾನುಸಾರ ಎಲಾಂಗೇಷನ್ ಫೈಲಿಂಗ್ ವಿಸ್ತರಿಸುವುದು.

ಮೇಲೆ ತಿಳಿಸಿರುವ ಎಲಾಂಗೇಷನ್ ಫೈಲಿಂಗ್‌ವನ್ನು ಅಧಿಕಾರಿಗಳ ಮುಂದಿನ ವೇತನ ಶ್ರೇಣಿ ಪರಿಷ್ಕರಣೆಯವರೆಗೆ ಮಂಜೂರು ಮಾಡಬಹುದಾಗಿದೆ.

ನಿಮ್ಮ ವಿಶ್ವಾಸಿ,



ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು

(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ ಅಭಿವೃದ್ಧಿ)



KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

READ:

1. Board Order No. KEB/B16/4678/2006-07 dated: 27.9.2006 and 2.6.2008 revising the pay scales of the workmen of the Board with effect from 1.4.2003.
2. Order No.KPTCL/B16/3610 (i)/2003-04 dated: 12.11.2007 treating Dearness Allowance of 71% as on 1.07.2005 as 'DEARNESS PAY', a part of Basic Pay.
3. Letter No. KPTCEU/672/09-10 dated: 20.01.2010 from the General Secretary, KPTC Employees' Union (Reg. No. 659) submitting a Charter of Demands requesting to revise the pay scales and other allowances, etc with effect from 01.04.2010.
4. Order No.KPTCL/B16/18220/2010-11 Dated: 26.08.2010 and 28.08.2010 sanctioning of 12% Interim Relief to Employees.
5. Discussions held with Union and Associations on their demands.
6. Agenda notes for Board Meetings placed before the Board vide Subject No.78/18 held on 26.4.2011 and Resolutions passed thereon.
7. Letter No. EN 119 EEB 2010 dated: 29.8.2011 of the GoK according approval for revision of pay scales of KPTCL Employees with effect from 1.4.2010.
8. Discussions held with the representatives of KPTC Employees' Union (Reg. No.659) and Associations regarding the revision of pay scales w.e.f., 1.4.2010.
9. Memorandum of Settlement dated: 6.9.2011. Entered into between the Management of KPTCL and the KPTC Employees' Union (Reg. No. 659) regarding the revision of pay scales of workmen and other allied matters with effect from 1.4.2010.
10. Letter No. KPTCEU/609/11-12 dated: 8.09.2011 from the General Secretary, KPTC Employees' Union (Reg. No. 659)

ORDER NO. KPTCL/B16/23050/2011-12

BANGALORE, DATED: 9.9.2011

Corporation is pleased to approve the revision of pay scales as specified in ANNEXURE-1 appended to this order in respect of workmen who have been appointed to various posts by direct recruitment, by absorption and by promotion subject to the following conditions:

I DATE OF EFFECT :

- (a) The revised pay scales shall come into force from 1.4.2010.
- (b) These pay scales shall not apply to Part-time Workers, Contract Workers, Contract Junior Engineers, Gangmen, Casual Labourers, Probationary Mazdoors appointed on daily wages/monthly remuneration or consolidated wage basis and those who are not specifically covered by this order.

II FIXATION OF PAY:

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The pay of the workmen shall be fixed in the corresponding revised scale of pay with effect from 1.4.2010 in the following manner:-

A To the 'Existing Basic Pay' Add 25% of the Existing Basic Pay

Note: 'Existing Basic Pay' for this purpose shall be arrived at after taking into account the annual increment/elongation increment/stagnation increment due, if any, as on 1.4.2010 in the existing scale, including personal pay, if any drawn as on 1.4.2010 and the component of 'Dearness Pay' sanctioned vide Board Order No.B16/3610(I)/2003-04, dated:12.11.2007.

B After adding 25% increase to the Existing Basic Pay, the Revised Basic Pay shall be fixed with effect from 01.04.2010 in the corresponding Revised Scales (shown in Annexure-1 appended to this order) as follows;

- i) If the total arrived at 'A' above happens to be less than the minimum of the revised scale, the Basic Pay shall be fixed at the minimum of the revised scale.
- ii) If the total arrived at 'A' above happens to be one of the stages in the revised scale or is in between two stages in the revised scale, the Basic Pay shall be fixed at the next higher stage in the revised scale.
- iii) If an increment/stagnation increment/elongation increment would have been earned by a workman in the existing scale of pay in the normal course during the period from 01.04.2010 to 31.03.2011, his/her pay in the revised scale of pay shall, if advantageous to him/her, be re-fixed from the date of accrual of such increment, in accordance with the aforesaid pay fixation formula. In such cases, the percentage of increase admissible shall be determined on the basis of the pay drawn by the workmen as on the date of actual accrual of these increments during the period from 01.04.2010 to 31.03.2011.

The corresponding pay fixation in the revised pay scales with respect to the stages in the existing pay scales is shown in the chart at Annexure-2.

Note: The interim relief of 12% sanctioned to the employees vide Order No.KPTCL/B16/18220/2010-11 dated: 26.8.2010 and 28.8.2010 stands cancelled w.e.f. 1.9.2011.

III ELONGATION OF TIME SCALES:

If a workman reaches the maximum of the time scale during the period of Memorandum of Settlement dated 6.9.2011 his/her scale shall be elongated in respect of that workman as purely personal to him/her till the date of signing of the next Memorandum of Settlement subject to the condition that the elongation of the scale in respect of Junior Engineers and Assistant Engineers (Non-Graduates) shall be limited to the maximum of the time scale of the Assistant Executive Engineers.

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IV DEARNESS ALLOWANCE :

The Payment of Dearness Allowance shall be regulated based on the pay in the revised scales with effect from 1.4.2010, at the rates and the pattern sanctioned by the Government of Karnataka from time to time, from the same dates from which it is made effective by the State Government.

If the State Government changes the formula for payment of Dearness Allowance involving different rates of neutralization towards the Cost of Living index, such revised formula shall be extended to the Corporation workmen from the date from which such revision in DA formula is made applicable by the State Government to its employees.

In case the Government of Karnataka orders merger of DA with Basic Pay, the same benefit shall not be extended to the workmen of the Corporation. However, the rate of DA payable to the workmen after such merger by the Government shall be proportionately worked out to maintain parity in payment of DA with that prevailing in the Government of Karnataka.

V HOUSE RENT ALLOWANCE:

The House Rent Allowance shall be regulated based on the pay in the revised scales at the rates and pattern prescribed by the Government of Karnataka, and adopted by the Corporation from time to time.

However, employees working in places where population is less than 25,000 (i.e. the places under 'E' Classification) shall be paid ₹10/- (Rupees Ten) more, than the HRA prescribed by the Government of Karnataka.

VI CITY COMPENSATORY ALLOWANCE:

The City Compensatory Allowance shall be regulated based on the pay in the revised scales at the same rates and pattern prescribed by the Government of Karnataka, and adopted by the Corporation from time to time. The City Compensatory Allowance in the revised scales of pay shall be as follows:

Basic Pay in the revised scales of pay	Amount of CCA in class of cities (Rupees per month)		
	A	B1	B2
Basic pay ₹7350/- to ₹9749/- p.m.	150	100	80
Basic pay ₹9750/- p.m. and above	300	200	80

VII OTHER ALLOWANCES/SPECIAL PAY

The Allowances/Special pay to the extent noted against each of the following categories shall be paid with effect from 1.4.2010 subject to the workmen complying with the Rules and Regulations of the Corporation regarding grant of that particular Allowance/Special Pay and also subject to eligibility of such

allowance/pay as per existing rules or as may be prescribed by the Corporation from time to time.

(a)	Cash Allowance	duty (i) to those who are incharge of Cash Duty including those who do the work of Trolley Cash Collection, and (ii) ₹55/- (Rupees Fifty Five only) per working day shall be paid to the workmen acting as a substitute when regular cashier proceeds on casual leave or other kinds of leave not exceeding seven days, subject to a maximum of ₹220/- (Rupees Two Hundred and Twenty only)	-	₹220/- per month (Rupees Two Hundred and Twenty only)
(b)	Special Pay	to Typists	-	₹145/- per month (Rupees one hundred and forty five only)
(c)	Special Pay	to Junior Personal Assistants and Senior Grade Typists	-	₹195/- per month (Rupees One Hundred and Ninety Five only)
(d)	Special Pay	to Drivers (in lieu of overtime)	-	₹145/- per month (Rupees one hundred and forty five only)
(e)	Personal Allowance	To Drivers (attached to Functional Directors)	-	₹500/- per month (Rupees Five Hundred only)
(f)	Special Pay	to Junior Engineers (Hotline Work)	-	₹310/- per month (Rupees Three Hundred and Ten only)
(g)	Special Pay	to Mechanic Gr-I (Hotline Work) and Mechanic Gr-II (Hotline Work)	-	₹230/- per month (Rupees Two Hundred and Thirty only)
(h)	Special Pay	(1) Office Attendant Gr.II (2) Office Attendant Gr.I (3) Daffedar	(1) (2) (3)	₹85/- per month (Rupees Eighty Five only) ₹110/- per month (Rupees One Hundred and Ten only) ₹165/- per month (Rupees One Hundred and Sixty Five only)

(1) SHIFT ALLOWANCE:

Shift Allowance to the workmen doing shift duties in evening and night shifts (including Watch & Ward/Medical Staff/Service stations/Telex Operators) shall be paid at 5% of basic pay subject to minimum of ₹10/- (Rupees Ten) per shift, under Regulation 71 of the KEBESRs.

(2) HOT STICK ALLOWANCE:

Hotline staff who work on Hot lines shall be paid "Hot Stick Allowance" of ₹140/- (Rupees One Hundred Forty only) per day of work on the Hot Lines.

(3) CONVEYANCE ALLOWANCE:

Conveyance Allowance at the following rates shall be paid to the Workmen who own, maintain and use the particular type of vehicle, for discharging

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Corporation's work wherever the same is admissible at present, subject to other terms and conditions mentioned in KEBESRs.

Sl.No		Existing Allowance	Revised Allowance
a	Conveyance Allowance for AEs, JE (only working in O&M Section and Tr. Lines and AEs in TL & SS in-charge of more than two stations)	₹385/- ₹500/-	₹1000/-
b	Conveyance Allowance Maintenance Men/Women (O&M Section and equivalent in Tr. Lines.)	₹140/-	₹500/-

Note:

- (1) The workmen who are entrusted with the duty of delivery of Tappal shall be paid conveyance allowance at ₹85/- (Rupees Eighty Five) per month and in case of absence of regular incumbent, the substitute shall be paid conveyance allowance of ₹10/- (Rupees Ten) per working day subject to a maximum of ₹85/- (Rupees Eighty Five) per month.
- (2) The Operators/Overseers deputed to do Meter Reading work shall be paid conveyance allowance of ₹10/- (Rupees Ten) per working day subject to a maximum of ₹85/- (Rupees Eighty Five) per month.
- (3) The workmen entrusted with Cash Duty shall be paid conveyance allowance of ₹140/- (Rupees One Hundred and Forty only) per month. A substitute in the absence of regular cashier shall be paid conveyance allowance of ₹10/- (Rupees Ten) per working day subject to a maximum of ₹140/- (Rupees One Hundred and Forty only) per month.
- (4) Conveyance Allowance shall be admissible to civil staff and Junior Engineer (Elec.) working in service stations.
- (5) Sanction of conveyance allowance shall be made effective from the date of this order.

(4) WASHING ALLOWANCE:

Washing Allowance shall be paid at ₹55/- (Rupees Fifty Five) per month wherever the same is admissible at present.

(5) SPECIAL LOCALITY ALLOWANCE:

- (i) Special Locality allowance shall be paid at 15% (Fifteen percent) of Basic Pay subject to a maximum of ₹550/- (Rupees Five Hundred and Fifty only) per month to the workmen in the following places:

- a) Hulical
 - b) Kadra
 - c) Kudasalli
 - d) MGHE Works, Jog Falls (including pre-university college, jog)
 - e) Gogi Branch
 - f) Hunasagi
 - g) Gerusoppa
 - h) Somanahally
- } Only TL & SS Divisions

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- i) Varahi project
- j) Talaguppa

(ii) Special Locality Allowance shall be paid at 7.5% (Seven and a half percent) of the basic pay subject to a maximum of ₹440/- (Rupees Four Hundred and Forty only) per month to the workmen in the following places:

- a) Dandeli
- b) Supa
- c) Malléswara (Kudremukh Project)
- d) Shimsha and Sivasamudram
- e) Munirabad
- f) Upper Krishna Project
- g) B.R.Project
- h) T.K.Hally
- i) Tippagondanahally (66/2.3 kV Station only)
- j) Kadakola

(6) HILL ALLOWANCE:

Hill Allowance wherever admissible at present shall be paid to the workmen at the following rates:

(a)	Workmen drawing basic pay below ₹8,670/- per month	₹140/- per month (Rupees One hundred and Forty only)
(b)	Workmen drawing basic pay of ₹8,671/- and above per month	₹195/- per month (Rupees One Hundred and Ninety Five only)

(7) SPECIALIZED WORK ALLOWANCE :

Specialized Work Allowance at 5% of Basic Pay subject to a maximum of ₹550/- (Rupees Five Hundred and fifty only) per month shall be paid to the workmen wherever the same is admissible.

VIII WITHDRAWAL OF ALLOWANCE/SPECIAL PAY:

Allowances/Special Pay to certain posts in different cadres as indicated in Annexure-3 shall be withdrawn with effect from 1.9.2011.

IX RETIREMENT/ TERMINAL BENEFITS:

- (a) The workmen retiring from service shall be presented with a memento costing not more than ₹2,200/- (Rupees Two Thousand Two Hundred only).
- (b) Pensionary benefits including family Pension etc shall be regulated as prevailing in the State Government from time to time.

OF

Note: The enhancement in ceiling limit of Retirement Gratuity/Death Gratuity from ₹3.5 lakhs to ₹10 lakhs vide order No KPTCL/B16/3593/98-99 dated 3.2.2011, shall continue to be applicable as per the terms and date of effect mentioned therein.

X. AMENITIES AND FACILITIES:

(a) House Rent Recovery:

House Rent shall not be recovered from the workmen who are drawing a Basic Pay of ₹13,190/- (Rupees Thirteen Thousand and One Hundred Ninety only) and below per month, if they are provided with Corporation quarters. Such workmen will not be entitled to payment of House Rent Allowance.

(b) Reimbursement of charges for Uniform and Footwear:

The stitching charges and cost of footwear, etc, shall be reimbursed to those workmen who are eligible for supply of uniforms at the following rates.

(i)	Stitching charges for two sets of men uniforms wherever provided	₹450/- (Rupees Four Hundred and Fifty only).
(ii)	Purchase of Chappals (one pair) wherever provided	₹165/- (Rupees One Hundred and Sixty Five only).
(iii)	Purchase of Shoes (One pair) wherever provided	₹305/- (Rupees Three Hundred and Five only).
(iv)	Stitching of Blouse and Petty Coats (Two Nos. each) two sets to women employees wherever provided	₹300/- (Rupees Three Hundred Only).
(v)	Stitching of Salwar suit for women employees wherever provided. (Two pair)	₹350/- (Rupees Three Hundred and Fifty Only).
(vi)	Purchase of safety Shoes for men working at Hotline per year	₹1300/- (Rupees One Thousand and Three Hundred only).

Note:

- (1) Workmen working in Transmission Line maintenance shall be issued one pair of shoes instead of one pair of chappals for protection from reptiles.
- (2) Workmen working in stores in releasing and filling of transformer oil and MT staff working in transformer repair section shall be issued one pair of PVC moulded shoes once in two years.

XI SPECIAL LEAVE FOR CHILD CARE TO WOMEN EMPLOYEES:

Special Leave for child care not exceeding 15 (Fifteen) days in a calendar year is sanctioned to women employees. This is to be treated as Earned Leave and separate account is to be maintained. This leave cannot be en-cashed. Employees have to furnish necessary documents to avail this leave. Unused Special Leave for Child Care lapses at the end of the calendar year.

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XII. ACCIDENT GRANT:

(a) A Workman who meets with an accident while on duty is injured severely, he/she may obtain medical treatment in any of the Hospitals as per the advice of the Authorised Medical Attendant, and the entire expenditure shall be met by the Corporation/ESCOMs.

(b) Accident grant to such hospitalized workmen shall be paid as follows:

- (i) ₹1,100/- (Rupees One Thousand One Hundred only) shall be paid where the workman is hospitalized for a period upto and inclusive of seven days.
- (ii) ₹1,320/- (Rupees One Thousand Three Hundred and Twenty only) shall be paid in case of hospitalization for a period more than seven days.

Injury leave/Special Disability leave with full pay and allowances shall be sanctioned to the injured workman for the entire period of his/her hospitalization and treatment.

XIII PAYMENT OF EXGRATIA FOR FUNERAL EXPENSES:

When a workman dies while in service, the dependents of the deceased workman shall be paid ₹5,000/- (Rupees Five Thousand only) to meet the funeral expenses and a wreath costing not more than ₹110/- (Rupees One Hundred and Ten only) shall be placed on the body of the workman.

XIV EDUCATIONAL ADVANCE:

The eligibility of pay limit of workmen for granting education advance is raised from the present level of ₹5,960/- to ₹12,830/-.

The revised pay shall be drawn in the monthly salary bills from the month of September 2011 and onwards. Separate orders will be issued with regard to payment of arrears for the period from 1st April 2010 to 31st August 2011.

Any doubt or difficulty arises relating to the interpretation or implementation of any of the clauses/ provisions of this Order the same shall be referred to the Director (Admn. & Human Resource), KPTCL for clarification.

By Order,


DIRECTOR
(ADMN. & HR)

Copies to:

1. The Managing Directors, ESCOMs/PCKL/KPCL.
 2. All Directors (Technical), ESCOMs.
 3. All Financial Advisors, KPTCL/ESCOMs.
 4. All Chief Engineers Elec, ESCOMs.
 5. P.S. to MD/DT/DF/D(A & HR)/CS, KPTCL.
 6. PS to IGP(V&E), KPTCL & ESCOMs/CCF, KPTCL.
- www.kptcl.com/epresarana for information of:

7. . All Superintending Engineers/Controllers, KPTCL/ESCOMs.
8. All Executive Engineers/Deputy Controllers, KPTCL/ESCOMs.

Copy for information to:

1. Sri.M.Nagaraj, President, KPTC Employees' Union Bangalore & Director KPTCL & All ESCOMs.
2. Sri.L.Ravi, President, KEB Engineers Association, Bangalore & Director, KPTCL & All ESCOMs.
3. General Secretary, KPTC Employees' Union, Bangalore.
4. General Secretary, KEB Engineers Association, Bangalore.
5. General Secretary, KPTCL Accounts Officers Association, Bangalore.
6. General Secretary, KEB SC and ST Welfare Association, Bangalore.
7. General Secretary, KPTCL, Diploma Engineers Association, Bangalore.
8. President, KEB Pensioners Association, Kaveri Bhavan, Bangalore.

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

9 SEP 2011

ANNEXURE-3 TO BOARD ORDER NO. KPTCL/B16/23050/2011-12, DATED: .9.2011**STATEMENT SHOWING THE DETAILS OF PERSONAL ALLOWANCES/
PERSONAL PAY/OTHER ALLOWNCES WITHDRAWN.**

Sl. No.	Name of the Post/Allowance		Amount in Rupees per month
1.	Lift Attenders	Personal Allowance	140
2.	Senior Assistant	Personal Allowance	220
3.	Cyclostyling Worker	Personal Allowance	80
4.	Trolley Drivers	Personal Allowance	140
5.	Cleaners (in Lieu of Over Time)	Personal Allowance	135
6.	Auto Helpers (in charge of safe custody of Valuable Documents)	Personal Allowance	135
7.	Medical Staff Class IV employees.	Personal Allowance	85
8.	Assistants (in charge of safe custody of Valuable Documents.)	Personal Allowance	145
9.	Asst. Store Keepers.	Personal Allowance	135
10.	Asst. Store Keepers Gr. II	Personal Allowance	145
11.	Store Keepers Gr. I.	Personal Allowance	185
12.	Xerox Machine Operator	Personal Allowance	45
13.	NCR Machine Mechanic	Personal Allowance	75
14.	Telex Operator	Personal Allowance	70
15.	Special Pay Senior Assistant (I/A), Inspection Wing, Concurrent Audit.	Personal Allowance	145
16.	Junior Personal Asst.	Personal Allowance	165
17.	Junior Personal Asst. (working with Functional Directors).	Personal Allowance	500
18.	Senior Asst.	Personal Allowance	165
19.	Assistants	Personal Allowance	165
20.	Junior Asst.	Personal Allowance	110
21.	Typists	Personal Allowance	110
22.	Rural Allowance		110
23.	Construction Allowance at Jog and Munirabad		12% of Basic Pay subject to a maximum of ₹440/-.
24.	Construction Allowance (at Other specified places)		6% of Basic Pay subject to a maximum of ₹385/-.
25.	Diving Allowance to Divers		140
26.	Dip Allowance		85

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27.	Special Locality Allowance is dispensed with at Shakti Nagar, Mastikatte & Ghataprabha	Special Locality Allowance	15% of Basic Pay.
28.	Bicycle Allowance		85
29.	Conveyance & Filed Allowance for Maintenance men working in O&M.		5% of Basic Pay subject to a maximum of ₹220/-.


DIRECTOR
(ADMN. & HR)

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

SEP 20

ANNEXURE-1 TO BOARD ORDER NO. KPTCL/B16/23050/2011-12, DATED: 8.9.2011

REVISED SCALES OF PAY EFFECTIVE FROM 1.4.2010 TO VARIOUS CATEGORIES OF MONTHLY RATED WORKMEN OF THE KARNATAKA POWER TRANSMISSION CORPORATION LIMITED WHO HAVE BEEN APPOINTED BY DIRECT RECRUITMENT BY PROMOTION AND BY ABSORPTION.

SL NO.	DESIGNATION	EXISTING PAY SCALES	REVISED PAY SCALES w.o.f. 1.4.2010
1	Mali Gr-II, Fieldman Gr-III, Caretaker, Dhobi, Ward Attendant, Sanitary Worker Watchman(Office/Security/Stores) Office Attendant Gr-II	₹3440-70-3790-85-4215- 110-4765-140-5465-165- 7280	₹7350-150-8100-190-9050- 240-10250-300-11750-360- 15710
2	Station Attendant Gr-II, Assistant Lineman, Attendant Gr-II (TCD), Attendant Gr-II (RT), Attendant Gr-II (MT), Helper (Stores), Helper (Workshop), Mali Gr-I, Fieldman Gr-II, Helper (Civil), Maity, Cook, Cleaner/Auto Helper, Security/Head Guard.	₹3720-70-3790-85-4215- 110-4765-140-5465-165- 7775	₹7950-150-8100-190-9050- 240-10250-300-11750-360- 16790
3	Station Attendant Gr-I, Lineman, Attendant Gr-I (TCD), Attendant Gr-I (RT), Attendant Gr-I (MT), Cutter, Hammerman, Black Smith Gr-II, Machine Operator, Store Attendant Gr-I Driller, Puncher, Fitter Gr-III, Painter Gr-II Grinder, Sheet Metal Worker, Tinker Gr-II, Carpenter Gr-III,	₹3790-85-4215-110-4765- 140-5465-165-6455-195- 8795	₹8100-190-9050-240-10250- 300-11750-360-13910-420- 16850-510-18890

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	Attendant Gr-I (Workshop), Civil Mate, Plumber-sum-Fitter Gr-III, Fieldman Gr-I, Maistry Gr-III, Bar Bender-cum-Vibrator, Attendant Gr-I, Butler, Cook-cum-Caretaker, Attendant Gr-I (Tool Keeper) Jamedar (Watch and Ward), Head Watchman, Darkroom Assistant, Lift Attendant, Daftary, Office Attendant Gr-I		
3A	Junior Meter Reader	₹3900-85-4215-110-4765- 140-5465-165-6455-195- 8795-275-9620	₹8480-190-9050-240-10250- 300-11750-360-13910-420- 16850-510-18890-570-20600
4	Station Mechanic Gr-II, Crane Operator Gr-II, Plumber Gr-II, Painter Gr-I, Line Mechanic Gr-II, Mechanic Gr-II (TCD), Mechanic Gr-II (RT), Mechanic Gr-II (MT), Maistry Gr-II, Welder Gr-II, Turner Gr-II, Blacksmith Gr-I, Carpenter Gr-II, Mechanic-cum-Machinist Gr-II, Painter Gr-I, Fitter Gr-II, Tinker Gr-I, Maistry (Civil) Gr-II, Mason Gr-II, Maistry (Health) Gr-II, Driver Gr-II, Auto Mechanic Gr-II, Junior Assistant, Typist, Plumber-cum-Fitter, Daffedar	₹4215-110-4765-140- 5465-165-6455-195-7820- 275-9745-330-10735	₹9050-240-10250-300-11750- 360-13910-420-16850-510- 18890-570-20600-620-23080
5	Station Mechanic Gr-I, Crane Operator Gr-I, Plumber Gr-I, Line Mechanic Gr-I, Mechanic Gr-I (TCD), Mechanic Gr-I (MT),	₹4325-110-4765-140- 5465-165-6455-195-7820- 275-9745-330-10735	₹9290-240-10250-300-11750- 360-13910-420-16850-510- 18890-570-20600-620-23080

	Mechanic Gr-I (RT), Maistry Gr-I, Fitter Gr-I, Carpenter Gr-I, Turner Gr-I, Welder Gr-I, Maistry (Civil) Gr-I, Mason Gr-I, Plumber Gr-I, Auto Mechanic Gr-I, Operator/Overseers/Meter Readers/ Asst. Store Keeper, Tracer (Civil), Tracer /Blue Printer, Asst. Draughtsman, Mechanic-cum-Machinist Gr-I		
6	Asst. Cable Jointer, Hot Line Mechanic Gr-II Assistants, Junior Personal Assistant, Senior Grade Typist.	₹4765-140-5465-165- 6455-195-7820-275-9745- 330-11725	₹10250-300-11750-360- 13910-420-16850-510-18890- 570-20600-620-23080-700- 25180
7	Cable Jointer, Hot Line Mechanic Gr-I, Sr. Mechanic, Sr. Mechanic (TCD), Sr. Mechanic (MT), Sr. Mechanic (RT), Instrument Mechanic, Asst. Foreman, Sr. Mechanic (Workshop), Driver Gr-I, Asst. Foreman (Transport), Draughtsman, Draughtsman (Civil), Sr. Maistry Gr-I	₹5045-140-5465-165- 6455-195-7820-275-9745- 330-11725	₹10850-300-11750-360- 13910-420-16850-510-18890- 570-20600-620-23080-700- 25180
8	Jr. Engineer (Elec.)/ Store Keeper Gr-II, Jr. Engineer (Civil), Special Grade Driver, Senior Assistant, Senior Draughtsman, Senior Draughtsman (Civil)	₹5465-165-6455-195- 7820-275-9745-330- 11725-385-13265	₹11750-360-13910-420- 16850-510-18890-570-20600- 620-23080-700-25180-760- 28220-850-29070
9	Merit Grade Mechanic	₹5630-165-6455-195- 7820-275-9745-330- 11725-385-13265	₹12110-360-13910-420- 16850-510-18890-570-20600- 620-23080-700-25180-760- 28220-850-29070
10	Assistant Engineer (NG)/ Store Keeper Gr-I, Head Draughtsman	₹8645-275-9745-330- 11725-385-13265-440- 15025	₹18380-510-18890-570- 20600-620-23080-700-25180- 760-28220-850-30770-920- 32610

1. If the Designation of any category of Workmen is not included in the above, the Workman shall be given the revised scale of pay corresponding to his existing scale of pay in this order.
2. If and when the scale of Assistant Engineers (Graduates) is revised, Assistant Engineers (NGs) will also be given the same scale and remuneration subject to the elongation Clause stipulated under Clause III.
3. Workmen borne on Work charged Establishment will be given revised scale of pay corresponding to his existing scale of pay.

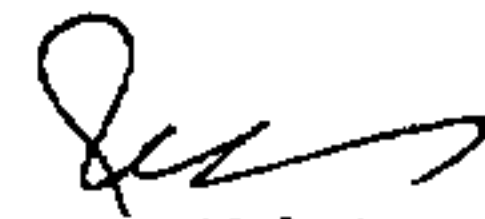

DIRECTOR
(ADMN. & HR)

Annexure-2 to Order No. KPTCL/B16/23050/2011-12 Dated: 08/09/2011

EXISTING SCALE-1: 3440-70-3790-85-4215-110-4765-140-5465-165-7280

REVISED SCALE-1: 7350-150-8100-190-9050-240-10250-300-11750-360-15710

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	3,440	2,442	5,882	1,471	7,353	7,500
2	3,510	2,492	6,002	1,501	7,503	7,650
3	3,580	2,542	6,122	1,531	7,653	7,800
4	3,650	2,592	6,242	1,561	7,803	7,950
5	3,720	2,641	6,361	1,590	7,951	8,100
6	3,790	2,691	6,481	1,620	8,101	8,290
7	3,875	2,751	6,626	1,657	8,283	8,290
8	3,960	2,812	6,772	1,693	8,465	8,480
9	4,045	2,872	6,917	1,729	8,646	8,670
10	4,130	2,932	7,062	1,766	8,828	8,860
11	4,215	2,993	7,208	1,802	9,010	9,050
12	4,325	3,071	7,396	1,849	9,245	9,290
13	4,435	3,149	7,584	1,896	9,480	9,530
14	4,545	3,227	7,772	1,943	9,715	9,770
15	4,655	3,305	7,960	1,990	9,950	10,010
16	4,765	3,383	8,148	2,037	10,185	10,250
17	4,905	3,483	8,388	2,097	10,485	10,550
18	5,045	3,582	8,627	2,157	10,784	10,850
19	5,185	3,681	8,866	2,217	11,083	11,150
20	5,325	3,781	9,106	2,277	11,383	11,450
21	5,465	3,880	9,345	2,336	11,681	11,750
22	5,630	3,997	9,627	2,407	12,034	12,110
23	5,795	4,114	9,909	2,477	12,386	12,470
24	5,960	4,232	10,192	2,548	12,740	12,830
25	6,125	4,349	10,474	2,619	13,093	13,190
26	6,290	4,466	10,756	2,689	13,445	13,550
27	6,455	4,583	11,038	2,760	13,798	13,910
28	6,620	4,700	11,320	2,830	14,150	14,270
29	6,785	4,817	11,602	2,901	14,503	14,630
30	6,950	4,935	11,885	2,971	14,856	14,990
31	7,115	5,052	12,167	3,042	15,209	15,350
32	7,280	5,169	12,449	3,112	15,561	15,710



For Director (Admin & HR)


0543

29 SEP 2011

Annexure-2 to Order No. KPTCL/B15/23050/2011-12 Dated: 08/09/2011

EXISTING SCALE-2: 3720-70-3790-85-4215-110-4765-140-5465-165-7775
 REVISED SCALE-2: 7950-150-8100-190-9050-240-10250-300-11750-360-16790

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	3,720	2,641	6,361	1,590	7,951	8,100
2	3,790	2,691	6,481	1,620	8,101	8,290
3	3,875	2,751	6,626	1,657	8,283	8,290
4	3,960	2,812	6,772	1,693	8,465	8,480
5	4,045	2,872	6,917	1,729	8,646	8,670
6	4,130	2,932	7,062	1,766	8,828	8,860
7	4,215	2,993	7,208	1,802	9,010	9,050
8	4,325	3,071	7,396	1,849	9,245	9,290
9	4,435	3,149	7,584	1,896	9,480	9,530
10	4,545	3,227	7,772	1,943	9,715	9,770
11	4,655	3,305	7,960	1,990	9,950	10,010
12	4,765	3,383	8,148	2,037	10,185	10,250
13	4,905	3,483	8,388	2,097	10,485	10,550
14	5,045	3,582	8,627	2,157	10,784	10,850
15	5,185	3,681	8,866	2,217	11,083	11,150
16	5,325	3,781	9,106	2,277	11,383	11,450
17	5,465	3,880	9,345	2,336	11,681	11,750
18	5,630	3,997	9,627	2,407	12,034	12,110
19	5,795	4,114	9,909	2,477	12,386	12,470
20	5,960	4,232	10,192	2,548	12,740	12,830
21	6,125	4,349	10,474	2,619	13,093	13,190
22	6,290	4,466	10,756	2,689	13,445	13,550
23	6,455	4,583	11,038	2,760	13,798	13,910
24	6,620	4,700	11,320	2,830	14,150	14,270
25	6,785	4,817	11,602	2,901	14,503	14,630
26	6,950	4,935	11,885	2,971	14,856	14,990
27	7,115	5,052	12,167	3,042	15,209	15,350
28	7,280	5,169	12,449	3,112	15,561	15,710
29	7,445	5,286	12,731	3,183	15,914	16,070
30	7,610	5,403	13,013	3,253	16,266	16,430
31	7,775	5,520	13,295	3,324	16,619	16,790



For Director (Admin & HR)


0544

Annexure-2 to Order No. KPTCL/B16/23050/2011-12 Dated: 08/09/2011

EXISTING SCALE-3: 3790-85-4215-110-4765-140-5465-165-6455-195-8795

REVISED SCALE-3: 8100-190-9050-240-10250-300-11750-360-13910-420-16850-510-18890

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	3,790	2,691	6,481	1,620	8,101	8,290
2	3,875	2,751	6,626	1,657	8,283	8,290
3	3,960	2,812	6,772	1,693	8,465	8,480
4	4,045	2,872	6,917	1,729	8,646	8,670
5	4,130	2,932	7,062	1,766	8,828	8,860
6	4,215	2,993	7,208	1,802	9,010	9,050
7	4,325	3,071	7,396	1,849	9,245	9,290
8	4,435	3,149	7,584	1,896	9,480	9,530
9	4,545	3,227	7,772	1,943	9,715	9,770
10	4,655	3,305	7,960	1,990	9,950	10,010
11	4,765	3,383	8,148	2,037	10,185	10,250
12	4,905	3,483	8,388	2,097	10,485	10,550
13	5,045	3,582	8,627	2,157	10,784	10,850
14	5,185	3,681	8,866	2,217	11,083	11,150
15	5,325	3,781	9,106	2,277	11,383	11,450
16	5,465	3,880	9,345	2,336	11,681	11,750
17	5,630	3,997	9,627	2,407	12,034	12,110
18	5,795	4,114	9,909	2,477	12,386	12,470
19	5,960	4,232	10,192	2,548	12,740	12,830
20	6,125	4,349	10,474	2,619	13,093	13,190
21	6,290	4,466	10,756	2,689	13,445	13,550
22	6,455	4,583	11,038	2,760	13,798	13,910
23	6,650	4,722	11,372	2,843	14,215	14,330
24	6,845	4,860	11,705	2,926	14,631	14,750
25	7,040	4,998	12,038	3,010	15,048	15,170
26	7,235	5,137	12,372	3,093	15,465	15,590
27	7,430	5,275	12,705	3,176	15,881	16,010
28	7,625	5,414	13,039	3,260	16,299	16,430
29	7,820	5,552	13,372	3,343	16,715	16,850
30	8,015	5,691	13,706	3,427	17,133	17,360
31	8,210	5,829	14,039	3,510	17,549	17,870
32	8,405	5,968	14,373	3,593	17,966	18,380
33	8,600	6,106	14,706	3,677	18,383	18,890
34	8,795	6,244	15,039	3,760	18,799	18,890




For Director (Admin & HR)

0545

Annexure-2 to Order No. KPTCL/815/23050/2011-12 Dated: 08/09/2011

EXISTING SCALE-3: 3900-85-4215-110-4765-140-5465-165-6455-195-8795-275-9620
 REVISED SCALE-3A: 8480-190-9050-240-10250-300-11750-360-13910-420-16850-510-18890-570-20600

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	3,900	2,769	6,669	1,667	8,336	8,480
2	3,985	2,829	6,814	1,704	8,518	8,670
3	4,070	2,890	6,960	1,740	8,700	8,860
4	4,155	2,950	7,105	1,776	8,881	9,050
5	4,215	2,993	7,208	1,802	9,010	9,050
6	4,325	3,071	7,396	1,849	9,245	9,290
7	4,435	3,149	7,584	1,896	9,480	9,530
8	4,545	3,227	7,772	1,943	9,715	9,770
9	4,655	3,305	7,960	1,990	9,950	10,010
10	4,765	3,383	8,148	2,037	10,185	10,250
11	4,905	3,483	8,388	2,097	10,485	10,550
12	5,045	3,582	8,627	2,157	10,784	10,850
13	5,185	3,681	8,866	2,217	11,083	11,150
14	5,325	3,781	9,106	2,277	11,383	11,450
15	5,465	3,880	9,345	2,336	11,681	11,750
16	5,630	3,997	9,627	2,407	12,034	12,110
17	5,795	4,114	9,909	2,477	12,386	12,470
18	5,960	4,232	10,192	2,548	12,740	12,830
19	6,125	4,349	10,474	2,619	13,093	13,190
20	6,290	4,466	10,756	2,689	13,445	13,550
21	6,455	4,583	11,038	2,760	13,798	13,910
22	6,650	4,722	11,372	2,843	14,215	14,330
23	6,845	4,860	11,705	2,925	14,631	14,750
24	7,040	4,998	12,038	3,010	15,048	15,170
25	7,235	5,137	12,372	3,093	15,465	15,590
26	7,430	5,275	12,705	3,176	15,881	16,010
27	7,625	5,414	13,039	3,260	16,299	16,430
28	7,820	5,552	13,372	3,343	16,715	16,850
29	8,015	5,691	13,706	3,427	17,133	17,360
30	8,210	5,829	14,039	3,510	17,549	17,870
31	8,405	5,968	14,373	3,593	17,966	18,380
32	8,600	6,106	14,706	3,677	18,383	18,890
33	8,795	6,244	15,039	3,760	18,799	18,890
34	9,070	6,440	15,510	3,878	19,388	19,460
35	9,345	6,635	15,980	3,995	19,975	20,030
36	9,620	6,830	16,450	4,113	20,563	20,600



 For Director (Admin & HR)

0546

Annexure-2 to Order No. KPTCL/BI6/23050/2011-12 Dated: 08/09/2011

EXISTING SCALE-4: 4215-110-4765-140-5465-165-6455-195-7820-275-9745-330-10735
 REVISED SCALE-4: 9050-240-10250-300-11750-360-13910-420-16850-510-18890-570-
 20600-620-23080

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	4,215	2,993	7,208	1,802	9,010	9,050
2	4,325	3,071	7,396	1,849	9,245	9,290
3	4,435	3,149	7,584	1,896	9,480	9,530
4	4,545	3,227	7,772	1,943	9,715	9,770
5	4,655	3,305	7,960	1,990	9,950	10,010
6	4,765	3,383	8,148	2,037	10,185	10,250
7	4,905	3,483	8,388	2,097	10,485	10,550
8	5,045	3,582	8,627	2,157	10,784	10,850
9	5,185	3,681	8,866	2,217	11,083	11,150
10	5,325	3,781	9,106	2,277	11,383	11,450
11	5,465	3,880	9,345	2,336	11,681	11,750
12	5,630	3,997	9,627	2,407	12,034	12,110
13	5,795	4,114	9,909	2,477	12,386	12,470
14	5,960	4,232	10,192	2,548	12,740	12,830
15	6,125	4,349	10,474	2,619	13,093	13,190
16	6,290	4,466	10,756	2,689	13,445	13,550
17	6,455	4,583	11,038	2,760	13,798	13,910
18	6,650	4,722	11,372	2,843	14,215	14,330
19	6,845	4,860	11,705	2,926	14,631	14,750
20	7,040	4,998	12,038	3,010	15,048	15,170
21	7,235	5,137	12,372	3,093	15,465	15,590
22	7,430	5,275	12,705	3,176	15,881	16,010
23	7,625	5,414	13,039	3,260	16,299	16,430
24	7,820	5,552	13,372	3,343	16,715	16,850
25	8,095	5,747	13,842	3,461	17,303	17,360
26	8,370	5,943	14,313	3,578	17,891	18,380
27	8,645	6,138	14,783	3,696	18,479	18,890
28	8,920	6,333	15,253	3,813	19,066	19,460
29	9,195	6,528	15,723	3,931	19,654	20,030
30	9,470	6,724	16,194	4,049	20,243	20,600
31	9,745	6,919	16,664	4,166	20,830	21,220
32	10,075	7,153	17,228	4,307	21,535	21,840
33	10,405	7,388	17,793	4,448	22,241	22,460
34	10,735	7,622	18,357	4,589	22,946	23,080




For Director (Admin & HR)

0547

Annexure-2 to Order No. KPTCL/B16/23050/2011-12 Dated: 08/09/2011

EXISTING SCALE-5: 4325-110-4765-140-5465-165-6455-195-7820-275-9745-330-10735
 REVISED SCALE-5: 9290-240-10250-300-11750-360-13910-420-16850-510-18890-570-
 20600-620-23080

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	4,325	3,071	7,396	1,849	9,245	9,290
2	4,435	3,149	7,584	1,896	9,480	9,530
3	4,545	3,227	7,772	1,943	9,715	9,770
4	4,655	3,305	7,960	1,990	9,950	10,010
5	4,765	3,383	8,148	2,037	10,185	10,250
6	4,905	3,483	8,388	2,097	10,485	10,550
7	5,045	3,582	8,627	2,157	10,784	10,850
8	5,185	3,681	8,866	2,217	11,083	11,150
9	5,325	3,781	9,106	2,277	11,383	11,450
10	5,465	3,880	9,345	2,336	11,681	11,750
11	5,630	3,997	9,627	2,407	12,034	12,110
12	5,795	4,114	9,909	2,477	12,386	12,470
13	5,960	4,232	10,192	2,548	12,740	12,830
14	6,125	4,349	10,474	2,619	13,093	13,190
15	6,290	4,466	10,756	2,689	13,445	13,550
16	6,455	4,583	11,038	2,760	13,798	13,910
17	6,650	4,722	11,372	2,843	14,215	14,330
18	6,845	4,860	11,705	2,926	14,631	14,750
19	7,040	4,998	12,038	3,010	15,048	15,170
20	7,235	5,137	12,372	3,093	15,465	15,590
21	7,430	5,275	12,705	3,176	15,881	16,010
22	7,625	5,414	13,039	3,260	16,299	16,430
23	7,820	5,552	13,372	3,343	16,715	16,850
24	8,095	5,747	13,842	3,461	17,303	17,360
25	8,370	5,943	14,313	3,578	17,891	18,380
26	8,645	6,138	14,783	3,696	18,479	18,890
27	8,920	6,333	15,253	3,813	19,066	19,460
28	9,195	6,528	15,723	3,931	19,654	20,030
29	9,470	6,724	16,194	4,049	20,243	20,600
30	9,745	6,919	16,664	4,166	20,830	21,220
31	10,075	7,153	17,228	4,307	21,535	21,840
32	10,405	7,388	17,793	4,448	22,241	22,460
33	10,735	7,622	18,357	4,589	22,946	23,080


 For Director (Admin & HR)


0548

Annexure-2 to Order No. KPTCL/B16/23050/2011-12 Dated: 08/09/2011

EXISTING SCALE-6: 4765-140-5465-165-6455-195-7820-275-9745-330-11725

REVISED SCALE-6: 10250-300-11750-360-13910-420-16850-510-18890-570-20600-620-23080-700-25180

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	4,765	3,383	8,148	2,037	10,185	10,250
2	4,905	3,483	8,388	2,097	10,485	10,550
3	5,045	3,582	8,627	2,157	10,784	10,850
4	5,185	3,681	8,866	2,217	11,083	11,150
5	5,325	3,781	9,106	2,277	11,383	11,450
6	5,465	3,880	9,345	2,336	11,681	11,750
7	5,630	3,997	9,627	2,407	12,034	12,110
8	5,795	4,114	9,909	2,477	12,386	12,470
9	5,960	4,232	10,192	2,548	12,740	12,830
10	6,125	4,349	10,474	2,619	13,093	13,190
11	6,290	4,466	10,756	2,689	13,445	13,550
12	6,455	4,583	11,038	2,760	13,798	13,910
13	6,650	4,722	11,372	2,843	14,215	14,330
14	6,845	4,860	11,705	2,926	14,631	14,750
15	7,040	4,998	12,038	3,010	15,048	15,170
16	7,235	5,137	12,372	3,093	15,465	15,590
17	7,430	5,275	12,705	3,176	15,881	16,010
18	7,625	5,414	13,039	3,260	16,299	16,430
19	7,820	5,552	13,372	3,343	16,715	16,850
20	8,095	5,747	13,842	3,461	17,303	17,360
21	8,370	5,943	14,313	3,578	17,891	18,380
22	8,645	6,138	14,783	3,696	18,479	18,890
23	8,920	6,333	15,253	3,813	19,066	19,460
24	9,195	6,528	15,723	3,931	19,654	20,030
25	9,470	6,724	16,194	4,049	20,243	20,600
26	9,745	6,919	16,664	4,166	20,830	21,220
27	10,075	7,153	17,228	4,307	21,535	21,840
28	10,405	7,388	17,793	4,448	22,241	22,460
29	10,735	7,622	18,357	4,589	22,946	23,080
30	11,065	7,856	18,921	4,730	23,651	23,780
31	11,395	8,090	19,485	4,871	24,356	24,480
32	11,725	8,325	20,050	5,013	25,063	25,180



For Director (Admin & HR)

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KARNATAKA POWER TRANSMISSION CORPORATION LIMITED


= 9 SEP 2011

Annexure-2 to Order No. KPTCL/B16/23050/2011-12 Dated: 08/09/2011

EXISTING SCALE-7: 5045-140-5465-165-6455-195-7820-275-9745-330-11725

REVISED SCALE-7: 10850-300-11750-360-13910-420-16850-510-18890-570-20600-620-23080-700-25180

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	5,045	3,582	8,627	2,157	10,784	10,850
2	5,185	3,681	8,866	2,217	11,083	11,150
3	5,325	3,781	9,106	2,277	11,383	11,450
4	5,465	3,880	9,345	2,336	11,681	11,750
5	5,630	3,997	9,627	2,407	12,034	12,110
6	5,795	4,114	9,909	2,477	12,386	12,470
7	5,960	4,232	10,192	2,548	12,740	12,830
8	6,125	4,349	10,474	2,619	13,093	13,190
9	6,290	4,466	10,756	2,689	13,445	13,550
10	6,455	4,583	11,038	2,760	13,798	13,910
11	6,650	4,722	11,372	2,843	14,215	14,330
12	6,845	4,860	11,705	2,926	14,631	14,750
13	7,040	4,998	12,038	3,010	15,048	15,170
14	7,235	5,137	12,372	3,093	15,465	15,590
15	7,430	5,275	12,705	3,176	15,881	16,010
16	7,625	5,414	13,039	3,260	16,299	16,430
17	7,820	5,552	13,372	3,343	16,715	16,850
18	8,095	5,747	13,842	3,461	17,303	17,360
19	8,370	5,943	14,313	3,578	17,891	18,380
20	8,645	6,138	14,783	3,696	18,479	18,890
21	8,920	6,333	15,253	3,813	19,066	19,460
22	9,195	6,528	15,723	3,931	19,654	20,030
23	9,470	6,724	16,194	4,049	20,243	20,600
24	9,745	6,919	16,664	4,166	20,830	21,220
25	10,075	7,153	17,228	4,307	21,535	21,840
26	10,405	7,388	17,793	4,448	22,241	22,460
27	10,735	7,622	18,357	4,589	22,946	23,080
28	11,065	7,856	18,921	4,730	23,651	23,780
29	11,395	8,090	19,485	4,871	24,356	24,480
30	11,725	8,325	20,050	5,013	25,063	25,180



For Director (Admin & HR)


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Annexure-2 to Order No: KPTCL/B16/23050/2011-12 Dated: 08/09/2011

EXISTING SCALE-8: 5465-165-6455-195-7820-275-9745-330-11725-385-13265

REVISED SCALE-8: 11750-360-13910-420-16850-510-18890-570-20600-620-23080-700-25180-760-28220-850-29070

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	5,465	3,880	9,345	2,336	11,681	11,750
2	5,630	3,997	9,627	2,407	12,034	12,110
3	5,795	4,114	9,909	2,477	12,386	12,470
4	5,960	4,232	10,192	2,548	12,740	12,830
5	6,125	4,349	10,474	2,619	13,093	13,190
6	6,290	4,466	10,756	2,689	13,445	13,550
7	6,455	4,583	11,038	2,760	13,798	13,910
8	6,650	4,722	11,372	2,843	14,215	14,330
9	6,845	4,860	11,705	2,926	14,631	14,750
10	7,040	4,998	12,038	3,010	15,048	15,170
11	7,235	5,137	12,372	3,093	15,465	15,590
12	7,430	5,275	12,705	3,176	15,881	16,010
13	7,625	5,414	13,039	3,260	16,299	16,430
14	7,820	5,552	13,372	3,343	16,715	16,850
15	8,095	5,747	13,842	3,461	17,303	17,360
16	8,370	5,943	14,313	3,578	17,891	18,380
17	8,645	6,138	14,783	3,696	18,479	18,890
18	8,920	6,333	15,253	3,813	19,066	19,460
19	9,195	6,528	15,723	3,931	19,654	20,030
20	9,470	6,724	16,194	4,049	20,243	20,600
21	9,745	6,919	16,664	4,166	20,830	21,220
22	10,075	7,153	17,228	4,307	21,535	21,840
23	10,405	7,388	17,793	4,448	22,241	22,460
24	10,735	7,622	18,357	4,589	22,946	23,080
25	11,065	7,856	18,921	4,730	23,651	23,780
26	11,395	8,090	19,485	4,871	24,356	24,480
27	11,725	8,325	20,050	5,013	25,063	25,180
28	12,110	8,598	20,708	5,177	25,885	25,940
29	12,495	8,871	21,366	5,342	26,708	27,460
30	12,880	9,145	22,025	5,506	27,531	28,220
31	13,265	9,418	22,683	5,671	28,354	29,070



For Director (Admin & HR)

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9 SEP 2011

Annexure-2 to Order No. KPTCL/B16/23050/2011-12 Dated: 08/09/2011

EXISTING SCALE-9: 5630-165-6455-195-7820-275-9745-330-11725-385-13265
 REVISED SCALE-9: 12110-360-13910-420-16850-510-18890-570-20600-620-23080-700-
 25180-760-28220-850-29070

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	5,630	3,997	9,627	2,407	12,034	12,110
2	5,795	4,114	9,909	2,477	12,386	12,470
3	5,960	4,232	10,192	2,548	12,740	12,830
4	6,125	4,349	10,474	2,619	13,093	13,190
5	6,290	4,466	10,756	2,689	13,445	13,550
6	6,455	4,583	11,038	2,760	13,798	13,910
7	6,650	4,722	11,372	2,843	14,215	14,330
8	6,845	4,860	11,705	2,926	14,631	14,750
9	7,040	4,998	12,038	3,010	15,048	15,170
10	7,235	5,137	12,372	3,093	15,465	15,590
11	7,430	5,275	12,705	3,176	15,881	16,010
12	7,625	5,414	13,039	3,260	16,299	16,430
13	7,820	5,552	13,372	3,343	16,715	16,850
14	8,095	5,747	13,842	3,461	17,303	17,360
15	8,370	5,943	14,313	3,578	17,891	18,380
16	8,645	6,138	14,783	3,696	18,479	18,890
17	8,920	6,333	15,253	3,813	19,066	19,460
18	9,195	6,528	15,723	3,931	19,654	20,030
19	9,470	6,724	16,194	4,049	20,243	20,600
20	9,745	6,919	16,664	4,166	20,830	21,220
21	10,075	7,153	17,228	4,307	21,535	21,840
22	10,405	7,388	17,793	4,448	22,241	22,460
23	10,735	7,622	18,357	4,589	22,946	23,080
24	11,065	7,856	18,921	4,730	23,651	23,780
25	11,395	8,090	19,485	4,871	24,356	24,480
26	11,725	8,325	20,050	5,013	25,063	25,180
27	12,110	8,598	20,708	5,177	25,885	25,940
28	12,495	8,871	21,366	5,342	26,708	27,460
29	12,880	9,145	22,025	5,506	27,531	28,220
30	13,265	9,418	22,683	5,671	28,354	29,070



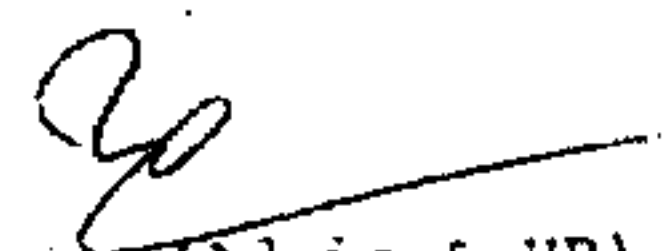
For Director (Admin & HR)

Annexure-2 to Order No: KPTCL/B16/23050/2011-12 Dated: 08/09/2011

EXISTING SCALE-10: 8645-275-9745-330-11725-385-13265-440-15025

REVISED SCALE-10: 18380-510-18890-570-20600-620-23080-700-25180-760-28220-850-30770-920-32610

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	8,645	6,138	14,783	3,696	18,479	18,890
2	8,920	6,333	15,253	3,813	19,066	19,460
3	9,195	6,528	15,723	3,931	19,654	20,030
4	9,470	6,724	16,194	4,049	20,243	20,600
5	9,745	6,919	16,664	4,166	20,830	21,220
6	10,075	7,153	17,228	4,307	21,535	21,840
7	10,405	7,388	17,793	4,448	22,241	22,460
8	10,735	7,622	18,357	4,589	22,946	23,080
9	11,065	7,856	18,921	4,730	23,651	23,780
10	11,395	8,090	19,485	4,871	24,356	24,480
11	11,725	8,325	20,050	5,013	25,063	25,180
12	12,110	8,598	20,708	5,177	25,885	25,940
13	12,495	8,871	21,366	5,342	26,708	27,460
14	12,880	9,145	22,025	5,506	27,531	28,220
15	13,265	9,418	22,683	5,671	28,354	29,070
16	13,705	9,731	23,436	5,859	29,295	29,920
17	14,145	10,043	24,188	6,047	30,235	30,770
18	14,585	10,355	24,940	6,235	31,175	31,690
19	15,025	10,668	25,693	6,423	32,116	32,610



For Director (Admin & HR)



KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

READ:

1. Board Order No. KEB/B16/4678/2006-07 dated: 27.9.2006 and 2.6.2008 revising the pay scales of the workmen of the Board with effect from 01.04.2003.
2. Board Order No. KEB/B16/4679/2006-07 dated: 27.9.2006 and 2.6.2008 revising the pay scales of the officers of the Board with effect from 1.4.2003.
3. Order No.KPTCL/B16/3610(I)/2003-04 dated: 12.11.2007 treating Dearness Allowance of 71% as on 1.7.2005 as 'DEARNESS PAY', a part of Basic Pay.
4. Order No.KPTCL/B16/18220/2010-11 Dated: 26.08.2010 and 28.08.2010 sanctioning 12% as Interim Relief to Employees/Officers'
5. Agenda notes for Board Meetings placed before the Board vide Subject No. 78/18 held on 26.4.2011 and Resolutions passed thereon.
6. Letter No. EN 119 EEB 2010 dated: 29.8.2011 of the Government of Karnataka according approval for revision of pay scales of KPTCL Employees with effect from 1.4.2010.

ORDER NO. KPTCL/B16/23051/2011-12

BANGALORE, DATED: 9.9.2011

Corporation is pleased to approve the revision of pay scales as specified in ANNEXURE-1 appended to this order in respect of Officers who have been appointed to various posts by direct recruitment and by promotion subject to the following conditions;

I DATE OF EFFECT :

- (a) The revised pay scales as set out in ANNEXURE-1 shall take effect from 1st April 2010.
- (b) Officers recruited to Corporation service against direct recruitment quota in respect of categories of posts as set out in Annexure-1 on or after 1.4.2010 shall begin at the minimum of the time scale of the post against which they were/are appointed.
- (c) This order shall not apply to those who are not specifically covered by this order.

II PAY FIXATION:

The pay of the officers shall be fixed in the corresponding revised scale of pay with effect from 1.4.2010 in the following manner:-

A To the 'Existing Basic Pay' Add 25% of the Existing Basic Pay

Note: 'Existing Basic Pay' for this purpose shall be arrived at after taking into account the annual increment/ elongation increment/ stagnation increment

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due, if any, as on 1.4.2010 in the existing scale, including personal pay, if any drawn as on 1.4.2010 and the component of 'Dearness Pay' sanctioned vide Board Order No.KPTCL/B16/3610(I)/2003-04 dated:12.11.2007.

B After adding 25% increase to the Existing Basic Pay, the Revised Basic Pay shall be fixed with effect from 1.4.2010 in the corresponding Revised Scales (shown in Annexure-1 appended to this order) as follows;

- i) If the total arrived at 'A' above happens to be less than the minimum of the revised scale, the Basic Pay shall be fixed at the minimum of the revised scale.
- ii) If the total arrived at 'A' above happens to be one of the stages in the revised scale or is in between two stages in the revised scale, the Basic Pay shall be fixed at the next higher stage in the revised scale.
- iii) If an increment/stagnation increment/elongation increment would have been earned by a Officer in the existing scale of pay in the normal course during the period from 1.4.2010 to 31.3.2011, his/her pay in the revised scale of pay shall, if advantageous to him/her, be re-fixed from the date of accrual of such increment, in accordance with the aforesaid pay fixation formula. In such cases, the percentage of increase admissible shall be determined on the basis of the pay drawn by the Officer as on the date of actual accrual of these increments during the period from 1.4.2010 to 31.3.2011.

Note: If the total emoluments arrived as stated at clause 'A' in respect of Assistant Engineers/Assistant Accounts Officers/Senior Personal Assistants and other equivalent cadres exceeds the maximum of the revised time scale of 01.04.2010, the pay of such officers shall be fixed/refixed as the case may be at the appropriate stage in the immediate next higher revised time scale.

The corresponding fixation of pay in the revised pay scales with respect to the stages in the existing pay scales is shown at Annexure-2.

Note: The interim relief of 12% sanctioned to the officers vide Order No.KPTCL/B16/18220/2010-11 dated: 26.8.2010 and 28.8.2010 stands cancelled w.e.f. 1.9.2011.

III ELONGATION OF THE TIME-SCALES:

1. If an officer of the rank of Assistant Accounts Officer/Assistant Engineer/Senior Personal Assistant and other equivalent cadre who reaches the maximum of the time-scale during the period from 1.4.2010 to 31.3.2011, his/her scale shall be elongated at the appropriate stage in the next higher time scale in respect of such officer as purely personal to him/her subject to the following conditions:

The elongation of the time scale shall be limited to the maximum of the revised time scale of Asst. Exec. Engr./Accounts Officer and other equivalent cadres.

2. Any Officer who reached/reaches the maximum of the scale of pay applicable to him/her from 1.4.2010 to 31.3.2017 his/her scale shall be elongated in respect of that officer as purely personal to him/her.



IV DEARNESS ALLOWANCE :

The Payment of Dearness Allowance shall be regulated based on the pay in the revised scales with effect from 1.4.2010, at the rates and the pattern sanctioned by the Government of Karnataka from time to time, from the same dates from which it is made effective by the State Government.

If the State Government changes the formula for payment of Dearness Allowance involving different rates of neutralization towards the Cost of Living index, such revised formula shall be extended to the Corporation Officer from the date from which such revision in DA formula is made applicable by the State Government to its employees.

In case the Government of Karnataka orders merger of DA with Basic Pay, the same benefit shall not be extended to the officers of the Corporation. However, the rate of DA payable to the Officer after such merger by the Government shall be proportionately worked out to maintain parity in payment of DA with that prevailing in the Government of Karnataka.

V HOUSE RENT ALLOWANCE:

The House Rent Allowance shall be regulated based on the pay in the revised scales at the rates and pattern prescribed by the Government of Karnataka, and adopted by the Corporation from time to time.

However, Officer working in places where population is less than 25,000 (i.e. the places under 'E' Classification) shall be paid ₹10/- (Rupees Ten) more, than the HRA prescribed by the Government of Karnataka.

VI CITY COMPENSATORY ALLOWANCE:

The City Compensatory Allowance shall be regulated based on the pay in the revised scales at the same rates and pattern prescribed by the Government of Karnataka, and adopted by the Corporation from time to time.

VII OTHER ALLOWANCES:

The Allowances/Special pay to the extent noted against each of the following categories shall be paid with effect from 1.4.2010 subject to the Officers complying with the Rules and Regulations of the Corporation regarding grant of that particular allowance and also subject to eligibility of such allowance as per existing rules or as may be prescribed by the Corporation from time to time.

(1) SPECIAL PAY:

(a)	Special Pay	to the Personal Secretary.	₹275/- per month (Rupees Two hundred and seventy five only)
(b)	Special Pay	to the Senior Personal Assistants.	₹220/- per month (Rupees Two hundred and twenty only)

OF

(2) SHIFT ALLOWANCE:

Shift Allowance to the Officers doing shift duties in evening and night shifts (including Medical Staff/ Service stations staff) shall be paid at 5% of basic pay subject to minimum of ₹10/- (Rupees Ten) per shift, under Regulation 71 of the KEBESRs.

(3) HOT STICK ALLOWANCE:

Officers who work on Hot lines shall be paid "Hot Stick Allowance" of ₹140/- (Rupees One Hundred Forty only) per day of work on the Hot lines.

(4) CONVEYANCE ALLOWANCE:

Conveyance Allowance at the following rates shall be paid to the Officers who own, maintain and use the particular type of vehicle, for discharging Corporation's work wherever the same is admissible at present, subject to other terms and conditions mentioned in KEBESRs.

	Existing Allowance	Revised Allowance
Conveyance Allowance for AEs, (only working in O&M Section and Tr. Lines and AEs in TL & SS in-charge of more than two stations)	₹385/- ₹500/-	₹1000/-

(5) TEACHING ALLOWANCE:

Teaching Allowance of ₹275/- (Rupees Two Hundred and seventy five only) per month shall be paid to the Accounts Officers and Assistant Executive Engineers who are actually engaged in Teaching/Training of Personnel in the Training Institute/Centers of the Corporation.

(6) SPECIAL LOCALITY ALLOWANCE:

(i) Special Locality allowance shall be paid at 15% (Fifteen percent) of Basic Pay subject to a maximum of ₹550/- (Rupees Five Hundred and Fifty only) per month to the Officer in the following places:

- (a) Hulical
 - (b) Kadra
 - (c) Kodalalli
 - (d) MGHE Works, Jog Falls (including pre-university college, jog)
 - (e) Gogi Branch
 - (f) Hunasagi
 - (g) Gerusoppa
 - (h) Somanahally
 - (i) Varahi project
 - (j) Talaguppa
- } Only TL & SS Divisions

(ii) Special Locality Allowance shall be paid at 7.5% (Seven and a half percent) of the basic pay subject to a maximum of ₹440/- (Rupees Four Hundred and Forty only) per month to the workmen in the following places:

- (a) Dandeli
- (b) Supa
- (c) Malleswara (Kudremukh Project)
- (d) Shimsha and Sivasamudram
- (e) Munirabad
- (f) Upper Krishna Project
- (g) B.R. Project
- (h) T.K.Hally
- (i) Tippagondanahally (66/2.3 kV Station only)
- (j) Kadakola

(7) HILL ALLOWANCE:

Hill Allowance wherever admissible at present shall be paid at ₹195/- (Rupees One hundred Ninety Five only) per month.

(8) SPECIALISED WORK ALLOWANCE:

Specialised Work Allowance at 5% of Basic Pay subject to a maximum of ₹550/- (Rupees Five Hundred and fifty only) per month shall be paid to the Officers wherever the same is admissible.

(9) WITHDRAWAL OF ALLOWANCE/SPECIAL PAY:

Allowances/Special Pay to certain posts in different cadres as indicated in Annexure-3 shall be withdrawn with effect from 1.9.2011.

VIII RETIREMENT FACILITIES :

(a) The Officers retiring from service on or after the date of this order shall be presented with a memento costing not more than ₹2,200/- (Rupees Two thousand two hundred only).

(b) Pensionary benefits including Family Pension etc., shall be regulated as prevailing in the State Government from time to time.

Note: The enhancement in ceiling limit of Retirement Gratuity/Death Gratuity from ₹3.5 lakhs to ₹10 lakhs vide order No KPTCL/B16/3593/98-99 dated 3.2.2011, shall continue to be applicable as per the terms and date of effect mentioned therein.

IX PAYMENT OF EX-GRATIA FOR FUNERAL EXPENSES:

When an Officer dies while in service, the dependents of the deceased shall be paid ₹5,000/- (Rupees Five Thousand only) as funeral expenses and ₹110/- (Rupees One hundred and Ten only) shall be sanctioned for placing a wreath on the body of the Officer.

OF

X HOLIDAY WORK COMPENSATION ALLOWANCE:

The Assistant Executive Engineers and Assistant Engineers who are working in O&M Sub-Divisions/Units and Stations who are not entitled for double wages and called upon to work on holidays shall be paid Holiday Work Compensation of ₹275/- (Rupees Two Hundred and seventy five) and ₹220/- (Rupees Two hundred and twenty only) per day respectively.

XI SPECIAL LEAVE FOR CHILD CARE TO WOMEN OFFICERS:

Special Leave for child care not exceeding 15 (Fifteen) days in a calendar year is sanctioned to women officers. This is to be treated as Earned Leave and separate account is to be maintained. This leave cannot be en-cashed. Employees have to furnish necessary documents to avail this leave. Unused Special Leave for Child Care lapses at the end of the calendar year.

Sanction of conveyance allowance and memento shall be made effective from the date of this order.

With this revision of pay scales, the Corporation desires that all the Officers will strive to render the most efficient and reliable service to the consumer public to become the best Transmission/Distribution company in the country.

The revised pay shall be drawn in the monthly bills from the month of September 2011 and onwards. Separate orders will be issued with regard to payment of arrears for the period from 1st April 2010 to 31st August 2011.

Any doubts relating to the interpretation/implementations of any of the clauses/provisions of this Order arises, the same shall be referred to the Director (Admn. & Human Resource) KPTCL, Corporate Office for clarification.

By order,


DIRECTOR
(ADMN. & HR)

Copies to:

1. The Managing Directors, ESCOMs./PCKL/KPCL.
2. All Directors (Technical), ESCOMs.
3. All Financial Advisors, KPTCL/ESCOMs.
4. All Chief Engineers Elec, ESCOMs.
5. P.S. to MD/DT/DF/D(A & HR)/CS, KPTCL.
6. PS to IGP(V&E), KPTCL & ESCOMs/CCF, KPTCL.
www.kptcl.com/eprasarana for information of:
7. All Superintending Engineers/Controllers, KPTCL/ESCOMs.
8. All Executive Engineers/Deputy Controllers, KPTCL/ESCOMs.

Copy for information to:

1. Sri.M.Nagaraj, President, KPTC Employees' Union Bangalore & Director KPTCL & All ESCOMs.
2. Sri.L.Ravi, President, KEB Engineers Association, Bangalore & Director, KPTCL & All ESCOMs.

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3. General Secretary, KPTC Employees' Union, Bangalore.
4. General Secretary, KEB Engineers Association, Bangalore.
5. General Secretary, KPTCL Accounts Officers Association, Bangalore.
6. General Secretary, KEB SC and ST Welfare Association, Bangalore.
7. General Secretary, KPTCL, Diploma Engineers Association, Bangalore.
8. President, KEB Pensioners Association, Kaveri Bhavan, Bangalore.

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KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

ANNEXURE-3 TO ORDER NO.KPTCL/B16/23051/2011-12 DATED: 8.9.2011 **29 SEP 2011**

(a)	Special Pay	to the Company Secretary, KPTCL	₹550/- per month (Rupees Five hundred and fifty only)
(b)	Special Pay	to the Dy. General Manager Corp. Office, KPTCL	₹275/- per month. (Rs. Two hundred and Seventy Five only)
(c)	Special Pay	to the Asst. Gen. Manager / Managers / Technical Assistants / Personal Secretaries of Corporate Office, KPTCL	₹275/- per month (Rupees Two hundred and Seventy Five only)
(d)	Personal Allowance	to Personal Secretaries, Corporate Office.	₹220/- per month (Rupees Two hundred and Twenty only)
(e)	Personal Allowance	to the Asst. Managers, Corporate Office	₹220/- per month (Rupees Two hundred and Twenty only)
(f)	Special Pay	to the Assistant Accounts Officer (Security Section), O/o.F.A(A&R), KPTCL.	₹185/- per month (Rupees One Hundred and Eighty Five only)
(g)	Special Pay	to the Assistant Accounts Officers (Internal Audit/ Concurrent Audit).	₹140/- per month (Rupees One hundred and forty only)
(h)	Personal Allowance	to Senior Personal Assistants, Corporate Office.	₹165/- per month (Rupees One hundred and Sixty Five only)
(i)	Special Pay	to the Assistant Accounts Officers working in revenue sub-divisions /sections.	₹220/- per month (Rupees two hundred and twenty only)
(j)	Construction Allowance	to the officers working at Jog Falls and Munirabad.	12% of Basic Pay subject to a maximum of ₹440/- p.m.
(k)	Construction Allowance	to the officers working at other specified places.	6% of Basic Pay subject to a maximum of ₹385/- p.m.
(l)	Rural Allowance	to the officers posted to rural camps.	₹110 p.m. (Rupees One hundred and Ten only).
(m)	Special Locality Allowance	to the officers working at Shakthinagar, Mastikatte and Ghataprabha.	
(n)	Personal Allowance	to Personal Secretaries (working with Functional Directors)	₹1000/- p.m. (Rupees One Thousand only)
(o)	Personal Allowance	to Senior Personal Assistants (working with Functional Directors)	₹750/- p.m. (Rupees Seven hundred and Fifty only)


DIRECTOR
(ADMN. & HR)

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KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

ANNEXURE-1 TO ORDER NO.KPTCL/B16/23051/2011-12 DATED: 8.9.2011 **9 SEP 2011**
PAY SCALES OF OFFICERS WITH EFFECT FROM 1ST APRIL 2010

SL. NO.	DESIGNATION	EXISTING PAY SCALES	REVISED PAY SCALES w.e.f. 1.4.2010
1	i) Executive Director	₹19975-495-20470-550-24320-605-25530	₹42790-1060-43850-1180-52110-1300-54710
2	i) Chief Engineer (Electricity) ii) Financial Adviser iii) Company Secretary	₹17500-495-20470-550-24320	₹37490-1060-43850-1180-52110
3	i) Superintending Engineer (Elec./ Civil) ii) Controller.	₹14585-440-15025-495-20470-550-22670	₹30770-920-35370-1060-43850-1180-48570
4	i) Executive Engineer (Elec./Civil) ii) Deputy Controller	₹12880-385-13265-440-15025-495-20470-550-21570	₹27460-760-28220-850-30770-920-35370-1060-43850-1180-46210
5	i) Asst Executive Engineer (Elec./Civil) ii) Accounts Officer iii) Personal Secretary	₹9470-275-9745-330-11725-385-13265-440-15025-495-20470	₹20600-620-23080-700-25180-760-28220-850-30770-920-35370-1060-43850
6	i) Assistant Engineer (Elec./Civil) ii) Assistant Accounts Officer iii) Senior Personal Assistant	₹8645-275-9745-330-11725-385-13265-440-15025	₹18380-510-18890-570-20600-620-23080-700-25180-760-28220-850-30770-920-32610

1. The posts of Senior Sports Officer and Public Relations Officer are equivalent to the posts of SEs/Controllers and the posts of Assistant Public Relations Officer and Assistant Sports Officer are equivalent to the posts of AEE/AO/PS.
2. If the Designation of any category of Officers is not included in the above table, the Officers shall be extended the revised scale of pay corresponding to his/her existing scale of pay.
3. The Assistant Engineers (Non-Graduates) shall also be given the same scale and remuneration as given to the Assistant Engineers (Graduates).


DIRECTOR
(ADMN. & HR)

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KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

20 SEP 2011

Annexure - 2 Order No. KPTCL/B16/23051/2011-12 Dated: 08/09/2011

EXISTING SCALE-6: 19975-495-20470-550-24320-605-25530
 REVISED SCALE-6: 42790-1060-43850-1180-52110-1300-54710

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	19,975	14,182	34,157	8,539	42,696	42,790
2	20,470	14,534	35,004	8,751	43,755	43,850
3	21,020	14,924	35,944	8,986	44,930	45,030
4	21,570	15,315	36,885	9,221	46,106	46,210
5	22,120	15,705	37,825	9,456	47,281	47,390
6	22,670	16,096	38,766	9,692	48,458	48,570
7	23,220	16,486	39,706	9,927	49,633	49,750
8	23,770	16,877	40,647	10,162	50,809	50,930
9	24,320	17,267	41,587	10,397	51,984	52,110
10	24,925	17,697	42,622	10,656	53,278	53,410
11	25,530	18,126	43,656	10,914	54,570	54,710


 For Director (Admin & HR)


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Annexure - 2 Order No. KPTCL/B16/23051/2011-12 Dated: 08/09/2011

EXISTING SCALE-5: 17500-495-20470-550-24320

REVISED SCALE-5: 37490-1060-43850-1180-52110

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	17,500	12,425	29,925	7,481	37,406	37,490
2	17,995	12,776	30,771	7,693	38,464	38,550
3	18,490	13,128	31,618	7,905	39,523	39,610
4	18,985	13,479	32,464	8,116	40,580	40,670
5	19,480	13,831	33,311	8,328	41,639	41,730
6	19,975	14,182	34,157	8,539	42,696	42,790
7	20,470	14,534	35,004	8,751	43,755	43,850
8	21,020	14,924	35,944	8,986	44,930	45,030
9	21,570	15,315	36,885	9,221	46,106	46,210
10	22,120	15,705	37,825	9,456	47,281	47,390
11	22,670	16,096	38,766	9,692	48,458	48,570
12	23,220	16,486	39,706	9,927	49,633	49,750
13	23,770	16,877	40,647	10,162	50,809	50,930
14	24,320	17,267	41,587	10,397	51,984	52,110



For Director (Admin & HR)


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Annexure - 2 Order No. KPTCL/B16/23051/2011-12 Dated: 08/09/2011

EXISTING SCALE-4: 14585-440-15025-495-20470-550-22670

REVISED SCALE-4: 30770-920-35370-1060-43850-1180-48570

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	14,585	10,355	24,940	6,235	31,175	31,690
2	15,025	10,668	25,693	6,423	32,116	32,610
3	15,520	11,019	26,539	6,635	33,174	33,530
4	16,015	11,371	27,386	6,847	34,233	34,450
5	16,510	11,722	28,232	7,058	35,290	35,370
6	17,005	12,074	29,079	7,270	36,349	36,430
7	17,500	12,425	29,925	7,481	37,406	37,490
8	17,995	12,776	30,771	7,693	38,464	38,550
9	18,490	13,128	31,618	7,905	39,523	39,610
10	18,985	13,479	32,464	8,116	40,580	40,670
11	19,480	13,831	33,311	8,328	41,639	41,730
12	19,975	14,182	34,157	8,539	42,696	42,790
13	20,470	14,534	35,004	8,751	43,755	43,850
14	21,020	14,924	35,944	8,986	44,930	45,030
15	21,570	15,315	36,885	9,221	46,106	46,210
16	22,120	15,705	37,825	9,456	47,281	47,390
17	22,670	16,096	38,766	9,692	48,458	48,570



For Director (Admin & HR)

Annexure - 2 Order No. KPTCL/B16/23051/2011-12 Dated: 08/09/2011

EXISTING SCALE-3: 12880-385-13265-440-15025-495-20470-550-21570
 REVISED SCALE-3: 27460-760-28220-850-30770-920-35370-1060-43850-1180-46210

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	12,880	9,145	22,025	5,506	27,531	28,220
2	13,265	9,418	22,683	5,671	28,354	29,070
3	13,705	9,731	23,436	5,859	29,295	29,920
4	14,145	10,043	24,188	6,047	30,235	30,770
5	14,585	10,355	24,940	6,235	31,175	31,690
6	15,025	10,668	25,693	6,423	32,116	32,610
7	15,520	11,019	26,539	6,635	33,174	33,530
8	16,015	11,371	27,386	6,847	34,233	34,450
9	16,510	11,722	28,232	7,058	35,290	35,370
10	17,005	12,074	29,079	7,270	36,349	36,430
11	17,500	12,425	29,925	7,481	37,406	37,490
12	17,995	12,776	30,771	7,693	38,464	38,550
13	18,490	13,128	31,618	7,905	39,523	39,610
14	18,985	13,479	32,464	8,116	40,580	40,670
15	19,480	13,831	33,311	8,328	41,639	41,730
16	19,975	14,182	34,157	8,539	42,696	42,790
17	20,470	14,534	35,004	8,751	43,755	43,850
18	21,020	14,924	35,944	8,986	44,930	45,030
19	21,570	15,315	36,885	9,221	46,106	46,210

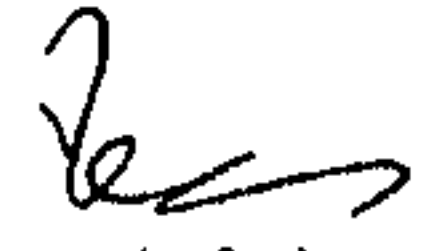

 For Director (Admin & HR)

Annexure - 2 Order No. KPTCL/B16/23051/2011-12 Dated: 08/09/2011

EXISTING SCALE-2: 9470-275-9745-330-11725-385-13265-440-15025-495-20470

REVISED SCALE-2: 20600-620-23080-700-25180-760-28220-850-30770-920-35370-1060-43850

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	9,470	6,724	16,194	4,049	20,243	20,600
2	9,745	6,919	16,664	4,166	20,830	21,220
3	10,075	7,153	17,228	4,307	21,535	21,840
4	10,405	7,388	17,793	4,448	22,241	22,460
5	10,735	7,622	18,357	4,589	22,946	23,080
6	11,065	7,856	18,921	4,730	23,651	23,780
7	11,395	8,090	19,485	4,871	24,356	24,480
8	11,725	8,325	20,050	5,013	25,063	25,180
9	12,110	8,598	20,708	5,177	25,885	25,940
10	12,495	8,871	21,366	5,342	26,708	27,460
11	12,880	9,145	22,025	5,506	27,531	28,220
12	13,265	9,418	22,683	5,671	28,354	29,070
13	13,705	9,731	23,436	5,859	29,295	29,920
14	14,145	10,043	24,188	6,047	30,235	30,770
15	14,585	10,355	24,940	6,235	31,175	31,690
16	15,025	10,668	25,693	6,423	32,116	32,610
17	15,520	11,019	26,539	6,635	33,174	33,530
18	16,015	11,371	27,386	6,847	34,233	34,450
19	16,510	11,722	28,232	7,058	35,290	35,370
20	17,005	12,074	29,079	7,270	36,349	36,430
21	17,500	12,425	29,925	7,481	37,406	37,490
22	17,995	12,776	30,771	7,693	38,464	38,550
23	18,490	13,128	31,618	7,905	39,523	39,610
24	18,985	13,479	32,464	8,116	40,580	40,670
25	19,480	13,831	33,311	8,328	41,639	41,730
26	19,975	14,182	34,157	8,539	42,696	42,790
27	20,470	14,534	35,004	8,751	43,755	43,850




For Director (Admin & HR)

Annexure - 2 Order No. KPTCL/B16/23051/2011-12 Dated: 08/09/2011

EXISTING SCALE-1: 8645-275-9745-330-11725-385-13265-440-15025

REVISED SCALE-1: 18380-510-18890-570-20600-620-23080-700-25180-760-28220-850-
30770-920-32610

Sl.No	Old Pay	D.P	Total	25%	Total	NewPay
1	8,645	6,138	14,783	3,696	18,479	18,890
2	8,920	6,333	15,253	3,813	19,066	19,460
3	9,195	6,528	15,723	3,931	19,654	20,030
4	9,470	6,724	16,194	4,049	20,243	20,600
5	9,745	6,919	16,664	4,166	20,830	21,220
6	10,075	7,153	17,228	4,307	21,535	21,840
7	10,405	7,388	17,793	4,448	22,241	22,460
8	10,735	7,622	18,357	4,589	22,946	23,080
9	11,065	7,856	18,921	4,730	23,651	23,780
10	11,395	8,090	19,485	4,871	24,356	24,480
11	11,725	8,325	20,050	5,013	25,063	25,180
12	12,110	8,598	20,708	5,177	25,885	25,940
13	12,495	8,871	21,366	5,342	26,708	27,460
14	12,880	9,145	22,025	5,506	27,531	28,220
15	13,265	9,418	22,683	5,671	28,354	29,070
16	13,705	9,731	23,436	5,859	29,295	29,920
17	14,145	10,043	24,188	6,047	30,235	30,770
18	14,585	10,355	24,940	6,235	31,175	31,690
19	15,025	10,668	25,693	6,423	32,116	32,610



For Director (Admin & HR)



ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ವಿಷಯ: ದಿನಾಂಕ: 01.04.2010 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಪರಿಷ್ಕರಿಸಿರುವ
ವೇತನ ವ್ಯತ್ಯಾಸದ ಬಾಕಿ ಮೊತ್ತವನ್ನು ಪಾವತಿ ಮಾಡುವ ಬಗ್ಗೆ.

ಓದಲಾಗಿದೆ:

1. ದಿನಾಂಕ: 01.04.2010 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನಿಗಮದ ನೌಕರರ ವೇತನ ಶ್ರೇಣಿ ಪರಿಷ್ಕರಣೆ ಇತ್ಯಾದಿ ವಿಷಯಗಳ ಬಗ್ಗೆ ದಿನಾಂಕ: 6.9.2011 ರಂದು ಕವಿಪ್ರನಿ ಆಡಳಿತ ವರ್ಗ ಹಾಗೂ ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂ.ಸಂ. 659) ಇವುಗಳ ನಡುವೆ ಏರ್ಪಟ್ಟಿರುವ ನಿವೇದನ ಒಪ್ಪಂದ.
2. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂ.ಸಂ.659), ಬೆಂಗಳೂರು ಇವರ ದಿನಾಂಕ 30.09.2011 ರ ಪತ್ರ.
3. ದಿನಾಂಕ: 01.04.2010 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನಿಗಮದ ನೌಕರರಿಗೆ ಮಂಜೂರು ಮಾಡಿರುವ ಶೇ 12% ರಷ್ಟು "ಮಧ್ಯಂತರ ಪರಿಹಾರ" ಹೊರಡಿಸಿರುವ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/18220/2010-11 ದಿನಾಂಕ: 26.8.2010 ಮತ್ತು 28.8.2010.
4. ದಿನಾಂಕ: 01.04.2010 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನಿಗಮದ ನೌಕರರ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಪರಿಷ್ಕರಿಸಿ ಹೊರಡಿಸಿರುವ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/23050/2011-12 ದಿನಾಂಕ: 9.09.2011.
5. ದಿನಾಂಕ: 01.04.2010 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನಿಗಮದ ಅಧಿಕಾರಿಗಳ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಪರಿಷ್ಕರಿಸಿ ಹೊರಡಿಸಿರುವ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/23051/2011-12 ದಿನಾಂಕ: 9.9.2011.
6. ನಿಗಮ ಕಾರ್ಯಾಲಯದ ದಿನಾಂಕ: 14.10.2011 ರ ಟಿಪ್ಪಣಿ.

ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/23050/2011-12 ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 15.10.2011

ದಿನಾಂಕ: 01.04.2010 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನಿಗಮದ ನೌಕರರು ಹಾಗೂ ಅಧಿಕಾರಿಗಳ ಮೂಲ ವೇತನವನ್ನು ಪರಿಷ್ಕರಿಸಿದ ಪರಿಣಾಮ ದಿನಾಂಕ: 01.04.2010 ರಿಂದ 31.08.2011 ರ ಅವಧಿಯ ವೇತನ ಪರಿಷ್ಕೃತ ಬಾಕಿ ಮೊತ್ತವನ್ನು ಎಲ್ಲಾ ನೌಕರರು/ಅಧಿಕಾರಿಗಳಿಗೆ ನಗದಾಗಿ ಎರಡು ಕಂತುಗಳಲ್ಲಿ ಪಾವತಿಸಲು ನಿಗಮವು ಈ ಕೆಳಕಂಡಂತೆ ಅನುಮೋದಿಸಿದೆ.

1. ದಿನಾಂಕ: 01.04.2010 ರಿಂದ 31.12.2010 ರ ಅವಧಿಯ ವೇತನ ಪರಿಷ್ಕೃತ ಬಾಕಿ ಮೊತ್ತವನ್ನು ದಿನಾಂಕ: 25.10.2011 ರಂದು ಆಚರಿಸಲ್ಪಡುವ ದೀಪಾವಳಿ ಹಬ್ಬಕ್ಕೆ ಮುನ್ನ ಹಾಗೂ ದಿನಾಂಕ: 01.01.2011 ರಿಂದ 31.08.2011 ರ ಅವಧಿಯ ವೇತನ ಪರಿಷ್ಕೃತ ಬಾಕಿ ಮೊತ್ತವನ್ನು ದಿನಾಂಕ 25.12.2011 ರ ಒಳಗಾಗಿ ಪಾವತಿಸಲು ಅನುಮೋದಿಸಿದೆ.
2. ದಿನಾಂಕ: 01.04.2010 ರಿಂದ 31.08.2011 ರ ಅವಧಿಯ ವೇತನ ಪರಿಷ್ಕೃತ ಬಾಕಿ ಮೊತ್ತವನ್ನು ಈ ಅವಧಿಯಲ್ಲಿ ನಿವೃತ್ತರಾಗಿರುವ ನೌಕರರು/ಅಧಿಕಾರಿಗಳಿಗೆ ಹಾಗೂ ಈ ಅವಧಿಯಲ್ಲಿ ಸೇವೆಯಲ್ಲಿದ್ದು ಮರಣಹೊಂದಿರುವ ನೌಕರರು/ಅಧಿಕಾರಿಗಳ ಅವಲಂಬಿತರಿಗೆ ಒಂದೇ ಕಂತಿನಲ್ಲಿ ನಗದಾಗಿ ಪಾವತಿಸುವುದು.

3. ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/18220/2010-11 ದಿನಾಂಕ 26.8.2010 ಹಾಗೂ 28.8.2010 ರಲ್ಲಿ ಮಂಜೂರು ಮಾಡಲಾಗಿರುವ "ಮಧ್ಯಂತರ ಪರಿಹಾರ" ವನ್ನು ಪರಿಷ್ಕೃತ ಬಾಕಿಯ ಮೊತ್ತವನ್ನು ಪಾವತಿಸುವ ಸಂದರ್ಭದಲ್ಲಿ ಹೊಂದಾಣಿಕೆ ಮಾಡಿಕೊಂಡು ವ್ಯತ್ಯಾಸದ ಬಾಕಿ ಮೊತ್ತವನ್ನು ಪಾವತಿಸುವುದು.



ನಿರ್ದೇಶಕರು
(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ)

ಪ್ರತಿಗಳು:

1. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಬೆಂಗಳೂರು/ಚೆನ್ನೈ/ಹೈದರಾಬಾದ್/ಮೈಸೂರು/ಸೆಕ್ಯೂರಿಟಿ/ಪಿ.ಸಿ.ಕೆ.ಎಲ್/ಕೆ.ಪಿ.ಸಿ.ಎಲ್.
2. ಎಲ್ಲಾ ನಿರ್ದೇಶಕರು(ತಾಂತ್ರಿಕ), ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ವಿ), ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
5. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು/ನಿರ್ದೇಶಕರು(ಪ್ರಸರಣ)/ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು)/ನಿರ್ದೇಶಕರು(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ), ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ.
6. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು ಎಜಿಪಿ(ವಿ ಮತ್ತು ಇ), ಕವಿಪ್ರನಿ ಮತ್ತು ಎಸ್ಕಾಂಗಳು/ಸಿಸಿಎಫ್, ಕವಿಪ್ರನಿ
www.kptcl.com/eprasarana for information of:
7. ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ವಿ)/ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
8. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ವಿ)/ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.

ಪ್ರತಿಯನ್ನು ಮಾಹಿತಿಗಾಗಿ ರವಾನಿಸಿದೆ:-

1. ಶ್ರೀ.ಎಂ.ನಾಗರಾಜ, ಅಧ್ಯಕ್ಷರು, ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂದಣಿ ಸಂಖ್ಯೆ:659), ಬೆಂಗಳೂರು ಮತ್ತು ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿ, ಬಿ.ವಿ.ಸ.ಕಂ./ಮಂ.ವಿ.ಸ.ಕಂ/ಹು.ವಿ.ಸ.ಕಂ/ಗು.ವಿ.ಸ.ಕಂ/ಸೆಕ್ಯೂ.
2. ಶ್ರೀ.ವಿ ವೆಂಕಟಾಶಿವರೆಡ್ಡಿ, ಅಧ್ಯಕ್ಷರು, ಕವಿಮಂ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ.
3. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ, ಬೆಂಗಳೂರು.
4. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ, ಬೆಂಗಳೂರು.
5. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ, ಲೆಕ್ಕಾಧಿಕಾರಿಗಳ ಸಂಘ, ಬೆಂಗಳೂರು.
6. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ, ಪರಿಶಿಷ್ಟ ಜಾತಿ ಮತ್ತು ಪರಿಶಿಷ್ಟ ವರ್ಗಗಳ ಕಲ್ಯಾಣ ಸಂಸ್ಥೆ(೦), ಬೆಂಗಳೂರು.
7. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ, ಡಿಪ್ಲೋಮಾ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ, ಬೆಂಗಳೂರು.
8. ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ ಒಂಚೆದಾರರ ಸಂಘ, ಕಾವೇರಿ ಭವನ ಬೆಂಗಳೂರು.



ಕರ್ನಾಟಕ ವಿದ್ಯುತ್ ಪ್ರಸಾರಣ ನಿಗಮ ನಿಯಮಿತ

ನಿಗಮ ಕಾರ್ಯಾಲಯ,
ಕಾವೇರಿ ಭವನ,
ಬೆಂಗಳೂರು-560 009.

ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/23050/2011-12

ದಿನಾಂಕ : 9 8 OCT 2011

ತಿದ್ದುಪಡಿ

ವಿಷಯ: ದಿನಾಂಕ: 01.04.2010 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ಪರಿಷ್ಕರಿಸಿರುವ
ವೇತನ ವ್ಯತ್ಯಾಸದ ಬಾಕಿ ಮೊತ್ತವನ್ನು ಪಾವತಿ ಮಾಡುವ ಬಗ್ಗೆ.
ಉಲ್ಲೇಖ: ನಿಗಮದ ಆದೇಶ ಸಂಖ್ಯೆ: ಕವಿಪ್ರನಿ/ಬಿ16/23050/2011-12
ದಿನಾಂಕ: 15.1.0.2011.

ನಿಗಮದ ದಿನಾಂಕ: 15.10.2011 ರ ಆದೇಶಕ್ಕೆ ಮುಂದುವರೆದಂತೆ, ದಿನಾಂಕ: 01.04.2010 ರಿಂದ ಅನ್ವಯವಾಗುವಂತೆ ನಿಗಮದ ನೌಕರರು ಹಾಗೂ ಅಧಿಕಾರಿಗಳ ಮೂಲ ವೇತನವನ್ನು ಪರಿಷ್ಕರಿಸಿದ ಪರಿಣಾಮ ದಿನಾಂಕ: 01.04.2010 ರಿಂದ 31.08.2011 ರ ಅವಧಿಯ ವೇತನ ಪರಿಷ್ಕೃತ ಬಾಕಿ ಮೊತ್ತವನ್ನು ಎಲ್ಲಾ ನೌಕರರು/ಅಧಿಕಾರಿಗಳಿಗೆ ಕಂಪುಗಳಲ್ಲಿ ಪಾವತಿಸುವ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ವಿವಿಧ ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿಗಳ ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು ತಮ್ಮ ಹಂತದಲ್ಲಿಯೇ ಸೂಕ್ತ ನಿರ್ಧಾರ ತೆಗೆದುಕೊಳ್ಳುವುದು.

ನಿಗಮದ ದಿನಾಂಕ: 15.10.2011 ರ ಆದೇಶದಲ್ಲಿ ಇನ್ನಿತರೆ ಯಾವುದೇ ಬದಲಾವಣೆಗಳಿರುವುದಿಲ್ಲ.



ನಿರ್ದೇಶಕರು

(ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ)

ಗೆ,

1. ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು, ಟೆಕ್ನಾಂ/ಜೆಕ್ನಾಂ/ಹೆಕ್ನಾಂ/ಮೆಕ್ನಾಂ/ಸೆಕ್ನಾಂ/ಪಿ.ಓ.ಕೆ.ಎಲ್/ಕೆ.ಓ.ಓ.ಎಲ್.
2. ಎಲ್ಲಾ ನಿರ್ದೇಶಕರು(ತಾಂತ್ರಿಕ), ಎಸ್ಕಾಂಗಳು.
3. ಎಲ್ಲಾ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
4. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ವಿ), ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
5. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು/ನಿರ್ದೇಶಕರು(ಪ್ರಸಾರಣ)/ನಿರ್ದೇಶಕರು (ಹಣಕಾಸು)/ ನಿರ್ದೇಶಕರು (ಆಡಳಿತ ಮತ್ತು ಮಾನವ ಸಂಪನ್ಮೂಲ), ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ.
6. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು ಐಜಿಪಿ(ವಿ ಮತ್ತು ಇ), ಕವಿಪ್ರನಿ ಮತ್ತು ಎಸ್ಕಾಂಗಳು/ಒಪಿಎಫ್, ಕವಿಪ್ರನಿ
www.kptcl.com/eprasarana for information of:

7. ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ವಿ)/ನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.
8. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ವಿ)/ಉಪ ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿಗಳು, ಕವಿಪ್ರನಿ/ಎಸ್ಕಾಂಗಳು.

ಪ್ರತಿಯನ್ನು ಮಾಹಿತಿಗಾಗಿ ರವಾನಿಸಿದೆ:-

1. ಶ್ರೀ.ಎಂ.ನಾಗರಾಜ, ಅಧ್ಯಕ್ಷರು, ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ (ನೋಂದಣಿ ಸಂಖ್ಯೆ:659), ಬೆಂಗಳೂರು ಮತ್ತು ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿ, ಬಿ.ವಿ.ಸ.ಕಂ./ಮಂ.ವಿ.ಸ.ಕಂ/ಗು.ವಿ.ಸ.ಕಂ/ಸೆಕ್ಯಾ.
2. ಶ್ರೀ.ವಿ ವೆಂಕಟಾಚಾರ್, ಅಧ್ಯಕ್ಷರು, ಕವಿಮಂ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ ಹಾಗೂ ನಿರ್ದೇಶಕರು, ಕವಿಪ್ರನಿ/ಎಲ್ಲಾ ಎಸ್ಕಾಂಗಳು.
3. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ ನೌಕರರ ಸಂಘ, ಬೆಂಗಳೂರು.
4. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ, ಬೆಂಗಳೂರು.
5. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ, ಲೆಕ್ಕಾಧಿಕಾರಿಗಳ ಸಂಘ, ಬೆಂಗಳೂರು.
6. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಮಂ, ಪರಿಶಿಷ್ಟ ಜಾತಿ ಮತ್ತು ಪರಿಶಿಷ್ಟ ವರ್ಗಗಳ ಕಲ್ಯಾಣ ಸಂಸ್ಥೆ(ರಿ), ಬೆಂಗಳೂರು.
7. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ, ಡಿಪ್ಲೋಮಾ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ, ಬೆಂಗಳೂರು.
8. ಕಾರ್ಯದರ್ಶಿ, ಕವಿಪ್ರನಿ ಓರಿಸ್ಸಾದಾರರ ಸಂಘ, ಕಾವೇರಿ ಭವನ ಬೆಂಗಳೂರು.



KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Sub: Restoration and Revision of Conveyance cum Field Allowance -reg

READ:

1. Memorandum of Settlement dated: 06.09.2011. entered into between the Management of KPTCL and the KPTC Employees' Union (Reg. No. 659) regarding the revision of pay scales of workmen and other allied matters with effect from 01.04.2010.
2. Letter No. KPTCEU/609/11-12 dated: 08.09.2011 of the General Secretary, KPTC Employees' Union (Reg. No. 659), Bangalore.
3. Board Order No. KEB/B16/23050/2011-12 dated: 09.09.2011 revising the pay scales of the workmen of the Board with effect from 01.04.2010.
4. Letter No. KPTCEU/1133/11-12 dated: 23.02.2012 of the General Secretary, KPTC Employees' Union (Reg. No. 659), Bangalore.
5. Memorandum of Supplementary Settlement dated: 17.11.2012 entered into between the Management of KPTCL & the KPTC Employees' Union (Reg. No. 659) regarding the restoration and revision of Conveyance cum Field Allowance.

Preamble:

The settlement dated: 06.09.2011 had been entered into between the Management of KPTCL & KPTC Employees' Union (Reg No.659), the revision of pay scale was formulated @ 25% increase to the existing Basic pay as on 01.04.2010 and accordingly orders have been issued vide No: KEB/B16/23050/2011-12 dated: 09.09.2011.

Conveyance cum Field Allowance to Meter Readers and Maintenance Men & Women working in O& M Units, TLI, TCD, RT and MT was withdrawn in the revision of pay scale Order dated: 09.09.2011.

It was agreed upon in the meeting held on 07.11.2012 between KPTC Employees' Union & the Management of KPTCL to sanction the Conveyance cum Field allowance as below:

- i. *Conveyance cum Field Allowance for maintenance men/women working in O&M, TLI, TCD, RT & MT at ₹.500/-p.m.*
- ii. *Conveyance Allowance for maintenance men/women working in O&M(Meter Readers/ Junior Meter Readers) at ₹.500/-p.m.*

Accordingly, a supplementary settlement was entered into by the KPTC Employees' Union and the Management of KPTCL before the State Reconciliation Officer and Additional Labour Commissioner (IR), Department of Labour, GoK on 17.11.2012 at Bangalore.

Hence the following Order:

ORDER NO. KPTCL/B16/23050/2011-12: BANGALORE, DATED: 29 NOV 2012

Corporation is pleased to accord approval for sanction of Conveyance cum Field Allowance with effect from 09.09.2011 as follows:

Sl.No	Particulars	Allowance as existing prior to 01.04.2010	Revised Allowance
a	Conveyance Allowance for Maintenance Men/Women working in O&M (Meter Readers/Junior Meter Readers)	₹ 140/-	₹ 500/-
b	Conveyance cum Field Allowance for Maintenance Men/Women working in O&M, TLI, TCD, RT and MT.	₹ 220/-	₹ 500/-

Consequent to above the arrears payable from 09.09.2011 to 30.11.2012 shall be paid after November 2012.

The above sanctioned Conveyance cum Field Allowance shall be paid in the salary from the month of December 2012 and onwards.

[Signature]
DIRECTOR
(ADMN. & HR)

29/11/12

Copies to:

1. The Managing Directors, ESCOMs./PCKL/KPCL.
2. The Director (Transmission), KPTCL, Bangalore.
3. All Directors (Technical), ESCOMs.
4. All Financial Advisors, KPTCL/ESCOMs.
5. All Chief Engineers Elec, KPTCL/ESCOMs.
6. P.S. to MD/DT/DF/D(A & HR)/CS, KPTCL.
7. PS to IGP(V&E), KPTCL & ESCOMs/CCF, KPTCL.
8. www.kptcl.com/eprasarana for information of:
9. All Superintending Engineers/Controllers, KPTCL/ESCOMs.
9. All Executive Engineers/Deputy Controllers, KPTCL/ESCOMs.

Copy for information to:

10. Sri.M.Nagaraj, President, KPTC Employees' Union Bangalore & Director KPTCL & All ESCOMs.
11. Sri. V.Venkatasivareddy, President, KEB Engineers Association, Bangalore & Director, KPTCL & All ESCOMs.
12. General Secretary, KPTC Employees' Union, Bangalore.
13. General Secretary, KEB Engineers Association, Bangalore.
14. General Secretary, KPTCL Accounts Officers Association, Bangalore.
15. General Secretary, KEB SC and ST Welfare Association, Bangalore.
16. General Secretary, KPTCL, Diploma Engineers Association, Bangalore.
17. President, KEB Pensioners Association, Kaveri Bhavan, Bangalore.