



KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Corporate Identity Number (CIN) : U40109KA1999SGC025521

Corporate Office, Kaveri Bhavan, K.G.Road, Bengaluru-560 009.

Telephone No. : 080-22212343

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READ:

1. Board Order No: KPTCL/B16/69518/2017-18 dated: 09.03.2018 revising the Pensionary benefits to the employees.
2. Board Order No: KPTCL/B16/69518/2017-18 dated: 29.06.2018 revising the Pensionary benefits to the employees duly considering the dearness allowance of 45.25% as on 01.07.2017
3. Letter No. KPTCEU/659/21-22 dated: 10.12.2021 from the General Secretary, KPTC Employees' Union (Reg. No. 659) submitting Charter of Demands requesting to revise the Pay Scales and other allowances, pension and allied matters etc., with effect from 01.04.2022.
4. Official Memorandum No: KPTCL/IR/SA7/25524/2021-12 dated 20.01.2022 regarding constitution of Pay Scale-2022 Study Committee.
5. Report dated 05.05.2022 of the Study Committee on Revision of Pay Scales submitted to Management of KPTCL.
6. Agenda placed before the Board vide Subject Nos.131/02 held on 12.05.2022, 132/08 held on 04.08.2022 and 135/05 held on 15.09.2022 and Resolution passed thereon.
7. Proposal sent to GoK for revision of pay & allowance and pension vide letter No: KPTCL/MD/B110/25524/2021-22/167 dated 28.10.2022.
8. Letter No. EN 162 EEB 2023 dated: 15.03.2023 of the GoK according approval for revision of Pay Scales of KPTCL Employees with effect from 01.04.2022.
9. Memorandum of Settlement dated: 18.03.2023 entered into between the Management of KPTCL and the KPTC Employees' Union (Reg. No. 659) regarding the revision of Pay Scales and Pensionary benefits of Workmen and other allied matters with effect from 01.04.2022.
10. Board Order No. KPTCL/B16/33357/2022-23 dated: 20.03.2023 revising the Pay Scales and other allowances of Workmen w.e.f. 01.04.2022.
11. Board Order No. KPTCL/B16/33358/2022-23 dated: 20.03.2023 revising the Pay Scales and other allowances of Officers w.e.f. 01.04.2022.


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12. Letter No. EN 162 EEB 2023 dated 28.03.2023 of the Energy Department, Government of Karnataka, Bengaluru.

13. Corporate Office note dated: 28.03.2023

ORDER No: KPTCL/B16/33359/2022-23

BENGALURU, DATED: 28 MAR 2023

The Corporation is pleased to accord approval for revision of the Pensionary benefits of the Employees' retired / retiring / expired on or after 01.04.2022 and Pension / Family Pension of the Pensioners / Family Pensioners existing as on 31.03.2022 consequent to revision of Pay Scales to the Employees' of the KPTCL w.e.f. 01.04.2022 in the following manner:-

A. Revision of Pensionary Benefits:

For the Employees' retired/ retiring / expired on or after 01.04.2022 :

1. Minimum Pension:

The Minimum amount of the following kinds of Pension admissible under the KPTCL ESRs shall be enhanced to ₹14,275/- per month (i.e. 50% of the Minimum Pay of ₹28,550/- in the lowest time scale of pay in KPTCL) w.e.f. 1st of April 2022.

- (i) Superannuation Pension;
- (ii) Retiring Pension;
- (iii) Invalid Pension;
- (iv) Compensation Pension;

2. Maximum Pension:

The ceiling on the maximum amount of various kinds of pension mentioned at Para 1 above shall be fixed at ₹1,07,375/- per month (i.e. 50% of the Maximum Pay {₹2,14,750/-} in the highest time scale of pay in KPTCL) w.e.f. 1st April 2022.

3. Family Pension:

- a. The rates of Family Pension admissible as per KPTCL ESRs shall be 30% of the emoluments subject to Minimum of ₹14,275/- per month (i.e. 50% of the Minimum Pay in the lowest time scale of pay {₹28,550/-} of KPTCL) and Maximum of ₹64,425/-



per month (30% of the Maximum Pay in the highest time scale of pay {₹2,14,750/-} in KPTCL) in respect of Employees' who put in a continuous service of not less than one year, and died/ dies while in service or retires on or after 1st April 2022.

- b. In the case of an employee who dies while in service after having rendered a qualifying service of not less than 7 (seven) years, the Family Pension admissible under the KPTCL ESRs shall be at an enhanced rate equal to 50% of the emoluments last drawn or twice the Family Pension normally admissible, whichever is less, for a period of 7 (Seven) years or till the date on which employee would have attained the age of 67 years, if he had survived whichever is earlier.
- c. In the event of the death of both father and mother who are KPTCL Employees on or after first day of April 2022, the Family Pension payable to the minor children under the provisions of KPTCL ESRs shall be subject to a maximum ₹64,425/- per month.

4. Dearness Allowance:

- a. The Pensioners including holders of Family Pension shall continue to be granted Dearness Allowance at the same percentage as is adopted in the case of regular Employees of KPTCL.
- b. In case of merger of Dearness Allowance with the Basic Pay is ordered by Government of Karnataka at a later date, the Minimum Pension/ Family Pension and Maximum Pension/ Family Pension as indicated above shall be revised appropriately.

5. Retirement Gratuity/Death Gratuity:

- a. The amount of Retirement Gratuity shall be paid as per their entitlement subject to a Maximum of ₹20.00 lakh (Rupees Twenty Lakhs only) to the Employees' who retired/ retires on or after 1st of April 2022.
- b. In the event of the death of the Employee while in service on or after 1st of April 2022, the Death Gratuity shall be admissible at the following rates:-

Sl. No.	Length of Qualifying Service	Rate of Gratuity
a.	Less than one year	Two times the emoluments

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b.	One year or more but less than 5 years	Six time of the emoluments
c.	5 years or more but less than 20 years	Twelve times of the emoluments
d.	20 years or more	Half of emoluments for every completed six monthly period of qualifying service subject to maximum of 33 times of emoluments provided that the amount of death gratuity shall in no case exceed ₹20.00 Lakhs.

6. **Emoluments:**

The term Emoluments for the purpose of calculating various retirement and death benefits and Family Pension shall mean the Basic Pay drawn by an employee in the scale of pay applicable to the post held by him/her as on the date of retirement / death shall also include;

- (a) Stagnation/Elongation Increment if any granted to him/her above the maximum of the scale of pay.
- (b) Personal Pay, if any, granted to him/her under Regulation 9(37) of the KPTCL ESRs

7. **Restoration of commuted portion of pension:**

- a. In the case of an employee who commutes a portion of a pension under Regulation 256 of KPTCL ESRs, the commuted portion of his pension shall be restored after 15 years from the date of commutation.
- b. Regulation 258 (9) of the KPTCL ESRs, shall stand modified to the above extent. The existing Regulations governing pension, gratuity, family pension and commutation of pension shall continue to apply.
- c. **Regulation 258(10):** *The reduction in monthly pension on account of commutation under this rule shall be operative from the date of receipt of commuted value by the pensioner. In cases of revision of pension and payment of commuted value on the increase in pension further reduction in pension shall take into account from the date of payment of increase in commuted value on the increase in pension and not from the date of payment of original value.*

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As per the above Regulation, if the commutation of Pension has been given at different dates due to revision, the restoration of respective commuted value will be after completion of 15 years from the respective dates of Commutation.

8. The revised Retirement/Death Benefits (difference between Revised Authorization and Original Authorization) for already settled cases is to be disbursed only after re-authorization from the concerned Pension Authorization Authority.

B. Revision of Pension and Family Pension:

1. For the Pensioners and Family Pensioners of KPTCL existing prior to 01.04.2017.

The Pension and Family Pension of the Pensioners / Family Pensioners existing as on 31.03.2022 (for those who retired/died after retirement/died while in service prior to 01.04.2017) shall be revised in the following manner:

- (i) Basic Pension/Family Pension as on 01.04.2022.
- (ii) **ADD 20% of Basic Pension /Family Pension as on 01.04.2022**

The total amount computed as per (i) and (ii) above shall be fixed as **Revised Basic Pension / Family Pension**. If, the total amount computed as per (i) and (ii) above contain fraction of rupee, it shall be rounded off to next highest rupee as per KPTCL ESR Regulation 217 note (3).

The total amount computed as per (i) and (ii) above shall be subject to a Minimum of ₹10,542/- per month (₹8,785 x 20%) for Pension/Family Pension and Maximum of ₹87,628/- per month (₹73,023 x 20%) in respect of pension and ₹52,578/- per month (₹43,815 x 20%) in respect of Family Pension.

2. For the Employees retired/expired between 01.04.2017 and 31.03.2022

The Pension and Family Pension of the Pensioners / Family Pensioners existing as on 31.03.2022 (retired/died after retirement/died while in service between 01.04.2017 and 31.03.2022) shall be revised in the following manner:-


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- (i) Basic Pension/Family Pension as on 31.03.2022. (Pension/Family Pension amount fixed in the revised scale and as per Order No: KPTCL/B16/69518/2017-18 dated 29.06.2018, issued consequent to merger of Dearness Allowance of 45.25% as on 01.07.2017 by GoK).
- (ii) **ADD 20% of Basic Pension /Family Pension as on 31.03.2022**

The total amount computed as per (i) and (ii) above shall be fixed as **Revised Basic Pension / Family Pension**. If, the total amount computed as per (i) and (ii) above contain fraction of rupee, it shall be rounded off to next highest rupee as per KPTCL ESR Regulation 217 note (3).

The total amount computed as per (i) and (ii) above shall be subject to a Minimum of ₹14,267/- per month (₹11,889 x 20%) for Pension/Family Pension and Maximum of ₹1,06,533/- per month (₹88,777 x 20%) in respect of pension and ₹63,921/- per month (₹53,267 x 20%) in respect of family pension.

3. Proportionate increase in Family Pension – In case of Family Pension is being drawn by two or more members of a Family:

Where Family Pension is sanctioned to two or more members of a family, the increase under this order shall be fixed as per procedure narrated under B(1) above considering share (Basic Family Pension) of each recipient.

4. Payment of arrears in case of Pensioners/Family Pensioners existing on 31.03.2022 and expired on or after 01.04.2022:

In respect of Pensioners / Family Pensioners existing as on 31.03.2022 and expired on or after 01.04.2022, the increase in Pension / Family Pension and arrears thereon if any, shall be paid to the persons entitled to receive Family Pension or to their legal heirs.

5. The Increase/Arrears of Pension /Family Pension as per this order shall be paid by the Pension Disbursement Officer without authorization from the concerned Pension Authorization Authority.

Other Terms and Conditions:

- a. All other Provisions, Rules, Conditions and Orders regulating Pension, Gratuity, Family Pension and Commutation of Pension, which are in force as on the date of this order shall continue to apply.

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- b. **The relevant provisions of KPTCL ESR stands amended accordingly.**
- c. Merger of Dearness Allowance to the Basic Pension/ Family Pension will be regulated in line with merger of Dearness Allowance by the Government of Karnataka.
- d. With regard to enhancement of Pension/Family Pension of Pensioner and Family Pensioners who attains the age of 80 years and above, the guidelines issued by KPTCL in Order No: KPTCL/B16/18239/2010-11 dated 12.05.2011 and order No: KPTCL/B16/86460/2018-19 dated 12.04.2019 shall remain in force.

The revised Pension and Family Pension shall be drawn in the monthly Pension bills from the month of April 2023 and onwards. Separate orders will be issued with regard to payment of arrears for the period from 01.04.2022 to 31.03.2023 consequent to revision of Pension and Family Pension.

The fixation of Revised Pension / Family Pension consequent to this order shall be subjected to Pre-audit before disbursement.

The Revision of Pensionary Benefits and Revision of Pension / Family Pension extended w.e.f 01.04.2022 in this order is applicable to the Employees' who joined Pensionable service before 01.04.2006. This order will not be applicable for those who are covered under Newly Defined Contributory Pension Scheme.

Any difficulty encountered in the implementation of this order may be referred to Financial Advisor (NDCPS), KPTCL for clarification.

By Order,


**DIRECTOR (Admn. & HR),
KPTCL**

Copies to:

1. The Managing Directors, BESCOM/GESCOM/HESCOM/MESCOM/CESC/PCKL.
2. All Directors (Technical), ESCOMs.
3. All Financial Advisors, KPTCL/ESCOMs.
4. All Chief Engineers Eley, KPTCL/ESCOMs/PCKL.
5. Senior Personal Secretary to Managing Director/Director(Transmission)/Director (Finance)/Director(Admn. & HR), KPTCL.

<https://kptcl.karnataka.gov.in> for information of:

6. All Superintending Engineers/Controllers, KPTCL/ESCOMs/PCKL.
7. All Executive Engineers/Deputy Controllers, KPTCL/ESCOMs/PCKL.

8. All Officers, Corporate Office, KPTCL, Kaveri Bhavan, Bengaluru.
9. All Accounts Officers/Accounts Officers (IA), KPTCL/ESCOMs/PCKL.

Copy for information to:

1. Sri.R.H.Lakshmipathi, President, KPTC Employees' Union (Reg.No.659), Bengaluru, Director, KPTCL and all ESCOMs, Bengaluru.
2. Sri.K.Shivanna, President, KEB Engineers Association, Director, KPTCL and all ESCOMs Bengaluru.
3. General Secretary, KPTC Employees' Union (Reg.No.659), Bengaluru.
4. General Secretary, KEB Engineers Association, Bengaluru.
5. General Secretary, KPTCL Accounts Officers Association, Bengaluru.
6. General Secretary, KEB SC/ST Welfare Association, Bengaluru.
7. General Secretary, KPTCL, Diploma Engineers Association, Bengaluru.
8. General Secretary, KPTCL/ESCOMs SC/ST Officers' Association, Bengaluru.
9. General Secretary, KEB Pensioners' Association, Bengaluru.