



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. Order No. KPTCL/B16/69516/2017-18 dated: 09.03.2018 revising the Pay Scales of the Workmen of the Corporation with effect from 01.04.2017.
2. Order No. KPTCL/B16/3610/2003-04 dated: 21.06.2018 treating Dearness Allowance of 45.25% as on 01.07.2017 as '**DEARNESS PAY**', a part of Basic Pay.
3. Letter No. KPTCEU/659/2021-22 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 with effect from 01.04.2022.
4. Official Memorandum No: KPTCL/IR/B110/SA7/25524/2021-22 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 Resolutions passed thereon in these matters.
7. 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.
8. 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 of Workmen and other allied matters with effect from 01.04.2022.

ORDER NO: KPTCL/B16/33357/2022-23

BANGALORE, DATED: 20 MAR 2023

The Corporation is pleased to accord approval for revision of Pay Scales as specified in Annexure-I 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:

AGM-2
20/03/2023

(Handwritten signature)

I DATE OF EFFECT :

- (a) The revised Pay Scales shall come into force with effect from **01.04.2022**.
- (b) These Pay Scales shall not apply to Part-time Workers, Contract Workers, Contract Engineers, Gangmen, Casual Labourers, Revenue Assistants, 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:

- (1) Pay in the revised scales as shown in **Annexure-I** appended to this Order shall be fixed with effect from 1st April, 2022.
- (2) **Fixation of PAY:** For the fixation of pay in the Revised Pay Scales, the revised Basic shall be arrived at, in the following manner:

- a) ***Existing Basic Pay as on 01.04.2022.**

*'Existing Basic Pay' for this purpose shall be arrived at after taking into account annual increment/elongation increment if any, as on 01.04.2022 in the existing scale, including personal pay (granted under Reg 9(37) of KPTCL ESRs), if any drawn as on 01.04.2022 and the component of 'Dearness pay' (45.25%) approved in Order No: **KPTCL/B16/3610/2003-04, dated 21.06.2018.**

- b) **ADD 20% (Twenty percent) on the amount (a) above.**

- c) **After adding 20% as indicated above, the Basic Pay shall be fixed in the revised scales effective from 01.04.2022 as follows:**

- i) If the total sum arrived at (a)+(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 sum arrived at (a)+(b) above 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) If an increment/ elongation increment would have been earned by a Workmen in the existing scale of pay in the normal course during the period from 01.04.2022 to 31.03.2023, 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.

The corresponding pay fixation in the revised Pay Scales with respect to the stages in the existing Pay Scales is shown in **Annexure-II.**

III ELONGATION OF TIME SCALES:

If a Workman reaches the maximum of the time scale during the period of Memorandum of Settlement dated 18.03.2023 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 condition that the elongation of the scale in respect of Assistant Engineers (Diploma Engineers) shall be limited to the maximum of the time scale of the post of Assistant Executive Engineers.

IV DEARNESS ALLOWANCE :

The Payment of Dearness Allowance (DA) shall be regulated based on the pay in the revised scales with effect from 01.04.2022, at the rates and the pattern sanctioned by the Government of Karnataka from time to time.

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 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.

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/SPECIAL PAY:

The other Allowances/Special pay to the extent noted against each of the following categories shall be paid with effect from 01.04.2022 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.

1. CASH DUTY ALLOWANCE:

Sl. No.	Nature of Allowance	Designation	Revised
(a)	Cash duty Allowance	to those who are incharge of Cash Duty including those who do the work of Trolley Cash Collection.	i) ₹500/- (Rupees Five Hundred only) per month. ii) ₹150/- (Rupees One Hundred and 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 ₹500/- (Rupees Five Hundred only)

2. PERSONAL ALLOWANCE/SPECIAL PAY:

Sl. No.	Nature of Allowance	Designation	Revised
(a)	Personal Allowance	To Junior Personal Assistants / Senior Grade Typists / Typists/ Junior Assistants (attached to MD & Functional Directors)	₹1,000/- (Rupees One Thousand only) per month.
(b)	Personal Allowance	Dafedar/Office Attendant Gr.I/ Office Attendant Gr.II (attached to MD & Functional Directors)	₹800/- (Rupees Eight Hundred only) per month.
(c)	Personal Allowance	to Drivers (attached to MD & Functional Directors)	₹800/- (Rupees Eight Hundred only) per month.
(d)	Special Pay	to Drivers (in lieu of overtime)	₹450/- (Rupees Four hundred and fifty only) per month.

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(e)	Special Pay	to Junior Personal Assistants and Senior Grade Typists	₹450/- (Rupees Four Hundred and Fifty only) per month.
(f)	Special Pay	to Typists	₹300/- (Rupees Three hundred only) per month.
(g)	Special Pay	(1) Office Attendant Gr.II (2) Office Attendant Gr.I (3) Dafedar	1. ₹200/- (Rupees Two Hundred only) per month. 2. ₹250/- (Rupees Two Hundred and Fifty only) per month. 3. ₹400/- (Rupees Four Hundred only) per month.

3. SHIFT ALLOWANCE:

Shift Allowance to the Workmen doing shift duties in evening and night shifts (including Watch & Ward/Service stations) shall be paid at 5% of Basic Pay rounded off to next rupee, subject to terms and conditions stipulated in relevant regulations of KPTCL ESR.

4. SPECIAL LOCALITY ALLOWANCE:

(i) Special Locality Allowance shall be paid at 15% (Fifteen percent) of Basic Pay subject to a maximum of ₹900/- (Rupees Nine Hundred only) per month to the Workmen working in the following places:

- a) Hulikal
 - b) Kadra
 - c) Kodasalli
 - d) MGHE Works, Jog Falls (including Pre-University College, Jog)
 - e) Gogi Branch
 - f) Hunasagi
 - g) Gerusoppa
 - h) Varahi project
 - i) 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 ₹750/- (Rupees Seven Hundred and Fifty only) per month to the Workmen working in the following places:

- a) Dandeli
- b) Supa
- c) Malleswara (Kudremukh Project)
- d) Shimsha and Sivasamudram
- e) Munirabad
- f) Upper Krishna Project

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- g) B.R.Project
 h) T.K.Hally
 i) Tippagondanahally (66/33 kV Station only)
 j) Kadakola

5. SPECIALIZED WORK ALLOWANCE :

The Specialized Work Allowance at 5% of Basic Pay subject to a maximum of ₹900/- (Rupees Nine Hundred only) per month shall be paid to the Workmen as admissible as per Appendix VI(c) of KPTCL ESR and orders issued by the Corporation from time to time.

6. WASHING ALLOWANCE:

Washing Allowance shall be paid at ₹300/- (Rupees Three Hundred Only) per month wherever the same is admissible at present.

VIII CONVEYANCE ALLOWANCE:

Conveyance Allowance at the following rates shall be paid to the Workmen who own, maintain and use the vehicle for discharging Corporation's work wherever the same is admissible at present, subject to other terms and conditions mentioned in KPTCL ESRs.

Sl. No.	Particulars	Revised Allowance
a.	Conveyance Allowance for AEs, JEs (only working in O&M Section and Tr. Lines and AEs in TL & SS in-charge of more than two stations)	₹1,800/-
b.	Conveyance Allowance for Maintenance Staff (O&M Section and equivalent in Tr. Lines.)	₹900/-
c.	Conveyance Allowance for Maintenance Staff working in O&M Section (Meter Reader/Junior Meter Reader)	₹900/-
d.	Conveyance cum Field Allowance for Maintenance Staff working in O&M, TLI, TCD, RT, MT, R&D and Cable Division.	₹900/-

Note:

- (i) The Workmen who are entrusted with the duty of delivery of Tappal shall be paid Conveyance Allowance at ₹200/- (Rupees Two Hundred only) per month and in case of absence of regular incumbent, the substitute shall be paid Conveyance Allowance of ₹30/- (Rupees Thirty only) per working day subject to a maximum of ₹200/- (Rupees Two Hundred only) per month.
- (ii) Any other Workmen deputed to do Meter Reading work shall be paid Conveyance Allowance of ₹30/- (Rupees Thirty only) per working day subject to a maximum of ₹200/- (Rupees Two Hundred only) per month.

- (iii) The Workmen entrusted with Cash Duty shall be paid Conveyance Allowance of ₹300/- (Rupees Three Hundred only) per month. A substitute in the absence of regular Cashier shall be paid Conveyance Allowance of ₹30/- (Rupees Thirty only) per working day subject to a maximum of ₹300/- (Rupees Three Hundred only) per month.
- (iv) Conveyance Allowance shall be admissible to Civil staff and Junior Engineer(Elec.) working in Service Stations.

IX ALLOWANCES FOR HOTLINE STAFF:-

(1) SPECIAL HOTLINE ALLOWANCE:

Special Hotline Allowance to the field staff performing Hotline duties in Hotline Division shall be paid at the rate of ₹6,000/- (Rupees Six Thousand only) per month.

(2) HOT STICK/BARE HAND ALLOWANCE:

Hotline staff involved with actual work on Hotlines' shall be paid "Hot Stick/Bare Hand Allowance" of ₹1,200/- (Rupees One Thousand Two Hundred only) per day of work on the Hot Line.

(3) CAMP ALLOWANCE:

Camp allowance for Hotline staff at ₹1,200/- (Rupees One Thousand Two Hundred only) per day shall be paid to the Workmen, wherever the personnel working in Hotline are required to be away from their Head Quarters and where KPTCL Guest Houses are not available or if rooms are unavailable in KPTCL Guest Houses.

(4) PURCHASING OF SAFETY GOGGLES:

The Hotline staff shall be paid a maximum of ₹2,000/- (Rupees Two Thousand only) per year, towards purchase of safety goggles. This shall be treated as a consumable item and not to be accounted as a T&P article.

X. AMENITIES AND FACILITIES:

(a) Advances:

All applications from Workmen for granting of advances like HBA/HPA/MCA/HEA/CA shall, as far as possible, be considered for sanction expeditiously, subject to availability of funds.

(b) Reimbursement of stitching charges for Uniform and Purchase of 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	₹750/- (Rupees Seven Hundred and Fifty only)
(ii)	Purchase of Chappals (one pair) wherever provided	₹400/- (Rupees Four Hundred only)
(iii)	Purchase of Shoes (One pair) wherever provided	₹600/- (Rupees Six Hundred only)
(iv)	Stitching of Blouse and Petty Coats (Two Nos.each) two sets to women employees wherever provided	₹500/- (Rupees Five Hundred only)
(v)	Stitching of Salwar suit for women employees wherever provided (Two pair)	₹600/- (Rupees Six Hundred only)
(vi)	Purchase of safety Shoes for men working at Hotline.	Actual expenses subject to a maximum of ₹2,400/- (Rupees Two Thousand Four Hundred only) per annum.

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.

(c) MEMENTO ON RETIREMENT:

The Workmen retiring from service shall be presented with a memento costing not more than ₹6,000/- (Rupees Six Thousand only).

(e) 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, and the entire expenditure shall be met by the Corporation/ESCOMs.

Accident grant to such hospitalized Workmen shall be paid as follows:-

- (i) ₹2,200/- (Rupees Two Thousand Two Hundred only) shall be paid where the Workman is hospitalized for a period upto and **inclusive of seven days**.
- (ii) ₹2,600/- (Rupees Two Thousand Six Hundred 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.

XI PAYMENT OF EXGRATIA FOR FUNERAL EXPENSES:

When a Workman dies while in service, the dependents of the deceased Workman shall be paid ₹15,000/- (Rupees Fifteen Thousand only) to meet the funeral expenses. However, the grant for purchasing a wreath for placing on the body of the Workman is dispensed forthwith.

With this Revision of Pay Scales, the Corporation desires that all the employees shall strive to render the most efficient and reliable service to the consumer public to become the best Transmission/Distribution Company in the Country.

Sanction of Conveyance Allowance, Memento and Funeral Expenses shall be made effective from the date of this order.

The payment of Hill Allowance shall stand discontinued with effect from 01.04.2023.

The revised pay and allowances shall be drawn in the monthly salary bills from the month of **April 2023** and onwards. **Separate orders will be issued with regard to payment of arrears for the period from 1st April 2022 to 31st March 2023.**

The relevant provisions of KPTCL Employees Service Regulations stands amended accordingly.

Any doubt or difficulty relating to the interpretation or implementation of any of the clauses/ provisions of this Order shall be referred to the Director (Admn. & HR), KPTCL for clarification.

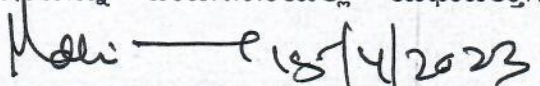
By Order,


DIRECTOR (ADMN. & HR)
KPTCL

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ಕ್ರಮಾಂಕ:ಜಾವಿಸನಿನಿ/ಆ ಮತ್ತು ಮಾಸಂ/05/04/2023-24 / cys-90 ದಿನಾಂಕ: 15 APR 2023

ನಿರ್ದೇಶಕರು(ಆ ಮತ್ತು ಮಾ.ಸಂ.), ಕವಿಪುನಿನಿ, ಬೆಂಗಳೂರುರವರ ಆದೇಶ ಪತ್ರ ಸಂಖ್ಯೆ:ಕವಿಪುನಿನಿ/ಬಿ16/33358/2022-23, ಬೆಂಗಳೂರು ದಿನಾಂಕ:20.03.2023ರ ಆದೇಶವನ್ನು ಜಾವಿಸನಿನಿಯಲ್ಲಿ ಯಥಾವತ್ತಾಗಿ ಅಳವಡಿಸಿಕೊಳ್ಳಲು ಆದೇಶಿಸಲಾಗಿದೆ.



ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ಆ ಮತ್ತು ಮಾ.ಸಂ.)
ಜಾವಿಸನಿನಿ, ನಿಗಮ ಕಛೇರಿ, ಮೈಸೂರು.

**ಮಾನ್ಯ ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರವರಿಂದ
ಅನುಮೋದಿಸಲ್ಪಟ್ಟಿರುತ್ತದೆ.**

ಪ್ರತಿಗಳು:

- ಮುಖ್ಯ ಆರ್ಥಿಕ ಅಧಿಕಾರಿ, ಚಾವಿಸನಿನಿ, ಮೈಸೂರುರವರ ಅವಗಾಹನೆಗಾಗಿ.
- ಮುಖ್ಯ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ಆಂ.ಪ), ನಿಗಮ ಕಛೇರಿ, ಮೈಸೂರು.
- ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ವಿ), ಕಾರ್ಯ ಮತ್ತು ಪಾಲನಾ ವಲಯ, ಚಾವಿಸನಿನಿ, ಹಾಸನ/ಮೈಸೂರು.
- ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ವಿ), ಕಾರ್ಯ ಮತ್ತು ಪಾಲನಾ ವ್ಯತ್ಯ, ಚಾವಿಸನಿನಿ.
- ಕಂಪನಿ ಕಾರ್ಯದರ್ಶಿ, ನಿಗಮ ಕಛೇರಿ, ಚಾವಿಸನಿನಿ., ಮೈಸೂರು.
- ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ವಿ)/ಲೆಕ್ಕಾಧಿಕಾರಿ/ಲೆಕ್ಕಾಧಿಕಾರಿ(ಆಂ.ಪ), ಕಾರ್ಯ ಮತ್ತು ಪಾಲನಾ ವಿಭಾಗ, ಚಾವಿಸನಿನಿ ರವರ ಮಾಹಿತಿಗಾಗಿ.
- ಉಪ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ಎಂ.ಐ.ಎಸ್), ನಿಗಮ ಕಛೇರಿ, ಮೈಸೂರುರವರಿಗೆ ನಿಗಮದ ವೆಬ್‌ಸೈಟ್‌ನಲ್ಲಿ ಪ್ರಕಟಿಸಲು.
- ಮಾನ್ಯ ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು/ನಿರ್ದೇಶಕರು(ತಾಂ)/ಮುಖ್ಯ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರು ಇವರ ಆಪ್ತ ಕಳುಹಿಸುತ್ತಾ ಪ್ರತಿಯನ್ನು ಮಾನ್ಯ ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರು/ನಿರ್ದೇಶಕರು(ತಾಂ)/ ಮುಖ್ಯ ಆರ್ಥಿಕ ಸಲಹೆಗಾರರುರವರ ಗಮನಕ್ಕೆ ತರುವಂತೆ ಕೋರಿದೆ.
- ಸ-2(ಆ ಮತ್ತು ಮಾ.ಸಂ)/ಪ್ರ.ಕ.

ಪ್ರತಿಯನ್ನು ಮಾಹಿತಿಗಾಗಿ ರವಾನಿಸಿದೆ:-

- ಉಪಾಧ್ಯಕ್ಷರು, ಕವಿಪ್ರನಿನಿ ನೌಕರರ ಸಂಘ ರಿ(659), ಚಾವಿಸನಿನಿ.ಎಂ.ಪಿ.ಎಲ್ ಕಾಂಪೌಂಡ್, ಶ್ರೀ ಹರ್ಷ ರಸ್ತೆ, ಮೈಸೂರು.
- ಉಪಾಧ್ಯಕ್ಷರು, ಕವಿಮಂ ಪರಿಶಿಷ್ಟ ಜಾತಿ/ಪರಿಶಿಷ್ಟ ಪಂಗಡ ಕಲ್ಯಾಣಸಂಸ್ಥೆ(466), ಆಂತರಿಕ ಲೆಕ್ಕಪರಿಶೋಧನೆ ವಿಭಾಗೀಯ ಕಛೇರಿ, ಕೆ.ಎಸ್.ಆರ್.ಟಿ.ಸಿ.ಬಸ್ ನಿಲ್ದಾಣದ ಹತ್ತಿರ, ಹಾಸನ.
- ಉಪಾಧ್ಯಕ್ಷರು, ಕವಿಮಂ ಇಂಜಿನಿಯರ್ ಗಳ ಸಂಘ, ಕಡಕೊಳ, ಮೈಸೂರು.
- ಕಾರ್ಯದರ್ಶಿ, ಲೆಕ್ಕಾಧಿಕಾರಿಗಳ ಸಂಘ, ಚಾವಿಸನಿನಿ., ಎಂ.ಪಿ.ಎಲ್.ಕಾಂಪೌಂಡ್, ಶ್ರೀ ಹರ್ಷ ರಸ್ತೆ, ಮೈಸೂರು.
- ಉಪಾಧ್ಯಕ್ಷರು, ಡಿಪ್ಲೋಮಾ ಇಂಜಿನಿಯರ್‌ಗಳ ಸಂಘ, ಎಂ.ಪಿ.ಎಲ್.ಕಾಂಪೌಂಡ್, ಶ್ರೀ ಹರ್ಷ ರಸ್ತೆ, ಮೈಸೂರು.