

KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Corporate Identity Number (CIN) : U40109KA1999SGC025521

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

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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/B16/69516/2017-18 dated: 09.03.2018 revising the Pay Scales of the Officers of the Corporation with effect from 01.04.2017.
3. 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.
4. Letter No. KEBEA/Pr/2021-22/196 dated: 27.01.2022 from the General Secretary, KEB Engineers' Association submitting Charter of Demands requesting to revise the Pay Scales and other allowances with effect from 01.04.2022.
5. Letter dated: 27.01.2022 from the General Secretary, KPTCL Accounts Officers' Association submitting Charter of Demands requesting to revise the Pay Scales and other allowances with effect from 01.04.2022.
6. Official Memorandum No: KPTCL/IR/B110/SA7/25524/2021-22 dated 20.01.2022 regarding constitution of Pay Scale-2022 Study Committee.
7. Report dated 05.05.2022 of the Study Committee on Revision of Pay Scales submitted to Management of KPTCL.
8. 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.
9. 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.

ORDER NO: KPTCL/B16/33358/2022-23

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 **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 shall come into force with effect from **01.04.2022.**

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- (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 **01.04.2022** 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:

- (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/stagnation increment/elongation increment if any, as on 01.04.2022 in the existing scale, including personal pay (granted under Reg 9(37) of KPTCL ESR), 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/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 01.04.2022 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 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 01.04.2022 to 31.03.2027, 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 Assistant Executive Engineer/Accounts Officer and other equivalent cadres.

2. Any Officer who has reached/reaches the maximum of the scale of pay applicable to him/her from 01.04.2022 to 31.03.2027 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 (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 Officers of Corporation 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.

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 01.04.2022 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/pay as per existing rules or as may be prescribed by the Corporation from time to time.

(1) PERSONAL ALLOWANCE/SPECIAL PAY:

Sl. No.	Allowance	Designation	Revised
(a)	Personal Allowance	to Senior Personal Secretary/ Personal Secretary (attached to MD & Functional Directors)	₹1,550/- (Rupees One Thousand Five Hundred and Fifty only) per month.
(b)	Personal Allowance	to Senior Personal Assistant (attached to MD & Functional Directors)	₹1,150/- (Rupees One Thousand One Hundred and Fifty only) per month.
(c)	Special Pay	to the Senior Personal Secretary	₹600/- (Rupees Six hundred only) per month.
(d)	Special Pay	to the Personal Secretary and Senior Personal Assistants	₹500/- (Rupees Five hundred only) per month

(2) SHIFT ALLOWANCE:

Shift Allowance to the Officers doing shift duties in evening and night shifts (including 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.

(3) 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 Officers working in the following places:

- (a) Hulikal
 (b) Kadra
 (c) Kodashalli
 (d) MGHE Works, Jog Falls
 (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 Officers working 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 (66/33 kV Station only)
 (j) Kadakola

(4) SPECIALISED WORK ALLOWANCE:

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 Officers as admissible as per Appendix VI(c) of KPTCL ESR and orders issued by the Corporation from time to time.

(5) CONVEYANCE ALLOWANCE:

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

Particulars	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)	₹1,800/-

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(6) TEACHING ALLOWANCE:

Teaching Allowance of ₹550/- (Rupees Five Hundred and Fifty 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/HRD Center of the Corporation.

(7) HOLIDAY WORK COMPENSATION ALLOWANCE:

The Assistant Executive Engineers and Assistant Engineers who are working in O&M Sub-Divisions/Units and Stations and who are not entitled for double wages and called upon to work on notified holidays shall be paid Holiday Work Compensation of ₹450/- (Rupees Four Hundred and Fifty only) and ₹400/- (Rupees Four Hundred only) per day respectively.

VIII ALLOWANCES FOR HOTLINE STAFF:**(1) SPECIAL HOTLINE ALLOWANCE:**

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

(2) CAMP ALLOWANCE :

Camp allowance for Hotline staff at ₹1,200/- (Rupees One Thousand Two Hundred only) per day shall be paid to the Officers, wherever the Officers 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.

(3) PURCHASING OF SAFETY GOGGLES:

The Officers involved in Hotline Work shall be paid a maximum of ₹2000/- (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.

IX MEMENTO ON RETIREMENT:

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

X PAYMENT OF EX-GRATIA FOR FUNERAL EXPENSES:

When a Officer dies while in service, the dependents of the deceased Officer 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 Officer is dispensed forthwith.

With this Revision of Pay Scales, the Corporation desires that all the Officers 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,

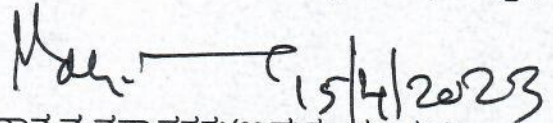

DIRECTOR (ADMN. & HR)
KPTCL

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ಕ್ರಮಾಂಕ:ಜಾವಿಸನಿನಿ/ಆ ಮತ್ತು ಮಾಸಂ/05/04/2023-24 / cys-91

ದಿನಾಂಕ: 15 APR 2023

ನಿರ್ದೇಶಕರು(ಆ ಮತ್ತು ಮಾ.ಸಂ.), ಕವಿಪ್ರನಿನಿ, ಬೆಂಗಳೂರುರವರ ಆದೇಶ ಪತ್ರ ಸಂಖ್ಯೆ:ಕವಿಪ್ರನಿನಿ/ಬಿ16/33357/2022-23, ಬೆಂಗಳೂರು ದಿನಾಂಕ:20.03.2023ರ ಆದೇಶವನ್ನು ಜಾವಿಸನಿನಿಯಲ್ಲಿ ಯಥಾವತ್ತಾಗಿ ಅಳವಡಿಸಿಕೊಳ್ಳಲು ಆದೇಶಿಸಲಾಗಿದೆ.



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

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 ವೃತ್ತ, 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, ಕಡಕೋಳ, 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.