



KARNATAKA POWER TRANSMISSION CORPORATION LIMITED

Corporate Identity Number (CIN): U40109KA1999SGC025521

(Regd. Office of the Company: Corporate Office, Kaveri Bhavan, K.G.Road, Bengaluru-560009)

READ:

1. Order No: KPTCL/B16/3610/2003-04 dated: 22.06.2012 treating 76.75% of Dearness Allowance sanctioned as on 01.01.2012 as "Dearness Pay" w.e.f 1.4.2012 for the purpose of calculation of Pensionary Benefits.
2. Board Order No: KPTCL/B16/31816/2012-13 dated: 10.07.2012 revising the Pensionary benefits to the employees.
3. Letter No. KPTCEU/999 dated: 10.02.2017 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 01.04.2017.
4. Negotiation Meeting held on 13.11.2017 with the representatives of KPTC Employees' Union (Reg.No: 659) on their demands.
5. Agenda placed before the Board vide Subject Nos.108/05 held on 20.12.2017 and 109/47 held on 19.02.2018 and Resolutions passed thereon.
6. Letter No. EN 36 EEB 2018 dated: 28.02.2018 of the GoK according approval for revision of pay scales of KPTCL Employees with effect from 01.04.2017.
7. Memorandum of Settlement discussions with regard to Revision of Pay Scales and pensionary benefits w.e.f. 01.04.2017 held with the representatives of KPTC Employees' Union (Reg. No: 659) and Associations on 23.02.2018.
8. Memorandum of Settlement dated: 02.03.2018 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 01.04.2017.
9. Board Order No.KPTCL/B16/69516/2017-18 dated: 09.03.2018 revising the pay scales and other allowances of Workmen w.e.f. 01.04.2017.
10. Board Order No.KPTCL/B16/69517/2017-18 dated: 09.03.2018 revising the pay scales and other allowances of Officers w.e.f. 01.04.2017.
11. Board Order No: KPTCL/B16/69518/2017-18 dated: 09.03.2018 revising the Pensionary benefits of the Employees retiring /expired on or after 01.04.2017 and pension/family pension of pensioners/family pensioners existing as on 31.03.2017.
12. Govt.Order No:FD: 33 PEN 2018, dated 24.04.2018 in the matter of Revision of Pensionary Benefits to Government of Karnataka employees duly merging 45.25% Dearness Allowance as at 01.07.2017.
13. Corporate Office Note Dated: 28.06.2018.

PREAMBLE:

The revision of pay scale and allowances of employees takes place periodically based on the Settlement entered into between the Management and the Employees' Union. As per the earlier settlements, it was agreed to extend the Pensionary benefits including family pension, as prevailing in the State Government from time to time. In view of the different dates of effect of Revision of pay scales for employees of KPTCL and the Revision of pay scales & Pensionary benefits by State Government several anomalies have occurred in the Pensionary benefits to KPTCL employees/pensioners. These anomalies have also given rise to prolonged litigation and unavoidable financial burden to the Corporation. To avoid anomalies in Pensionary benefits, Management has decided to revise the same along with revision for employees from the same date at the same rate.

Accordingly, Agenda was placed before the Board of Directors' meeting for approval. In the 108th and 109th Board of Directors Meeting, the proposals for revision of Pension/Family Pension of KPTCL Pensioners and Family Pensioners along with the pay revision of Employees with effect from 01.04.2017 at the same rate has been approved.

KPTCL corporate Order dated: 09.03.2018 vide para IV provided that *"In case the Government of Karnataka orders merger of DA with Basic pay, the same benefit shall not be extended to the employees/officers of the corporation. However, the rate of DA payable 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."* (Para 9.1 (ii) of Gok order dated 24.04.2018). As such KPTCL in Order dated 21.06.2018 has accorded approval for treating 45.25% of Dearness Allowance as on 01.07.2017 as Dearness Pay w.e.f. 01.07.2017. Since emoluments includes Dearness Pay, the pensionary benefits is also to be calculated considering Dearness Pay/Mergeable portion of Dearness Allowance.

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 shall be revised appropriately. 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.

Hence the following order:-

ORDER No: KPTCL/B16/69518/2017-18

BANGALORE, DATED: 29.06.2018

KPTCL is pleased to accord approval for regulating the Pension/Family Pension/Pensionary benefits of its employees w.e.f. 01.07.2017 in the following manner.



I. For the Pensioners and Family Pensioners of KPTCL prior to 01.04.2017.

Revision of Pension and Family Pension:

The Revised Pension and Family Pension of the Pensioners / Family Pensioners existing as on 31.03.2017 (retired/death after retirement/died while in service prior to 01.04.2017) shall be the total of the following:

- (i) Basic Pension/Family Pension as on 01.04.2017 (Pension/Family Pension amount revised as per Order KPTCL/B16/69518/2017-18 dated 09.03.2018).
- (ii) Dearness Allowance of 45.25% as on 1.07.2017 sanctioned in KPTCL Order No: KPTCL/B16/3610(vol.III)/2003-04 dated 11.10.2017.

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 contains fraction of rupee, then it shall be rounded off to next highest rupee as per KEBESR Regulation 217 note (3).

The total amount computed as per (i) and (ii) above shall be subject to a Minimum of ₹8,785/- per month for Pension/Family Pension and Maximum of ₹73,023/- per month and ₹43,815/- per month in respect of Pension and Family Pension respectively.

Consequent to revision of Pension/Family Pension:

- a) The rates of Dearness Allowance for the period from July-2017 to Dec-2017 shall be treated as Zero. The first installment of Dearness Allowance shall be admissible from 1st January 2018 on par with the State Government rates sanctioned from time to time.
- b) 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.

II. For the Employees' retired / expired between 01.04.2017 and 30.06.2017:

Revision of Pension and Family Pension:

- (i) Basic Pension/Family Pension as on 30.06.2017 (Pension/Family Pension amount fixed in the revised scale and as per Order KPTCL/B16/69518/2017-18 dated 09.03.2018)
- (ii) Dearness Allowance of 45.25% as on 01.07.2017 sanctioned in Order No: KPTCL/B16/3610(vol.III)/2003-04 dated 11.10.2017.

The total amount computed as per (i) and (ii) above shall be subject to a Minimum of ₹11,889/- per month for Pension/Family Pension and Maximum of ₹88,777/- per month and ₹53,267/- per month in respect of Pension and Family Pension respectively.



Consequent to revision of Pension/Family Pension;

- (a) The rates of Dearness Allowance for the period from July-2017 to Dec-2017 shall be treated as Zero. The first installment of Dearness Allowance shall be admissible from 1st January 2018 on par with the State Government rates sanctioned from time to time.
- (b) 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.

III. For the Employees' retired/retiring/ expired on or after 01.07.2017:

1. Minimum Pension:

The Minimum amount of the following kinds of Pension admissible under the KEBESRs shall be enhanced to ₹11,889/- per month (i.e. 50% of the Minimum Pay in the lowest time scale of pay in KPTCL plus Dearness Allowance of 45.25% treated as Dearness Pay vide order dated 21.06.2018) w.e.f. 1st of July 2017.

- (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 above shall be fixed at ₹88,777/- per month (i.e. 50% of the Maximum Pay in the highest time scale of pay in KPTCL, plus Dearness Allowance of 45.25% treated as Dearness Pay vide order dated 21.06.2018) w.e.f. 1st July 2017.

3. Family Pension:

- a. The rates of Family Pension admissible as per KEBESRs shall be 30% of the emoluments subject to Minimum of ₹11,889/ per month (i.e. 50% of the Minimum Pay in the lowest time scale of pay of KPTCL, inclusive of Dearness Pay sanctioned vide order dated 21.06.2018) and Maximum of ₹53,267/- per month (30% of the Maximum pay in the highest time scale of pay in KPTCL, inclusive of Dearness Pay sanctioned vide order dated 21.06.2018) 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 July 2017.



- 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 KEBESRs 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 65 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 July 2017, the Family Pension payable to the minor children under the provisions of KEBESRs shall be subject to a maximum ₹53,267/- per month.

4. Dearness Allowance:

The rates of Dearness Allowance for the period from July-2017 to Dec-2017 shall be treated as Zero. The first installment of Dearness Allowance shall be admissible from 1st January 2018 on par with the State Government rates sanctioned from time to time.

5. 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 revised 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 KEBESRs.
- (c) Dearness Pay of 45.25% on Basic Pay w.e.f. 01.07.2017 ordered vide No: KPTCL/B16/3610/2003-04 dated 21.06.2018.

6. Restoration of commuted portion of pension:

- a) In case of an employee who commutes a portion of a pension under Regulation 256 of KEBESRs, the commuted portion of his pension shall be restored after 15 years from the date of commutation.
- b) Regulation 258 (9) of the KEBESRs, shall stand modified to the above extent. The other conditions regulating 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

further reduction in pension shall take into account from the date of payment of increase in commuted value and not from the date of payment of original value.

As per 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.

7. 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.

IV. 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 however continue to apply.
- b) Consequent to the above the relevant provisions and regulations stands amended accordingly.
- c) All other contents of Order No: KPTCL/B16/69518/2017-18, dated 09.03.2018 shall remain unaltered.

The Revision of Pension/Family Pension which was regulated as prevailing in the Government of Karnataka from time to time and followed hitherto as per earlier settlements shall cease to exist from 01.04.2017. However the Government Order No: FD(Spl) 27 PEN 2007 issued on 13.10.2010 with regard to enhancement of pension/family Pension attaining the age of 80, 85 and 90 years and above and adopted by KPTCL vide Order No: KPTCL/B16/18239/2010-11 dated 12.05.2011 will continue.

The Revision of Pensionary Benefits in this Order are applicable to the Workmen joined the Pensionable Service before 1.4.2006 and will not be applicable for those who are covered under New Defined Contributory Pension Scheme.

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

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


Director (Admin. & HR),
KPTCL

Copies to:

1. The Managing Directors, BESCOM/GESCOM/HESCOM/MESCOM/CESC/PCKL.
2. All Directors (Technical), ESCOMs.

3. Director (Finance), BESCOM, Bengaluru.
4. General Manager (Personnel), KPTCL, Bengaluru.
5. All Financial Advisors, KPTCL/ESCOMs.
6. All Chief Engineers Electy, KPTCL/ESCOMs/PCKL.
7. Senior Personal Secretary to Managing Director/Director (Transmission)/ Director (Finance)/ Director(Admn. & HR), Company Secretary, KPTCL.

www.kptcl.com/eprasarana for information of:

8. All Superintending Engineers/Controllers, KPTCL/ESCOMs/PCKL.
9. All Executive Engineers/Deputy Controllers, KPTCL/ESCOMs/PCKL.
10. All Officers, Corporate Office, KPTCL, Kaveri Bhavan, Bengaluru.
11. All Accounts Officers/Accounts Officers (IA), KPTCL/ESCOMs/PCKL.

Copy for information to:

1. Sri.T.R.Ramkrishnaiah, President, KPTC Employees' Union(Reg.659), Bengaluru and Director, KPTCL and all ESCOMs.
2. Sri.A.N.Jayaraj, President, KEB Engineers' Association and Director, KPTCL and all ESCOMs.
3. General Secretary, KPTC Employees' Union(Reg.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.

