

**GOVERNMENT OF KERALA****Abstract**

Industries Department - Kerala State Electronics Development Corporation Limited (KELTRON) - Wage Revision of Workers – Sanction accorded - Orders issued.

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**INDUSTRIES (D) DEPARTMENT**

G.O.(Ms)No.33/2025/ID      Dated,Thiruvananthapuram, 16-04-2025

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Read: 1. GO(Ms)No.105/2017/ID dated 28/10/2017  
2. Letter No.CHR/GOVT/Wage Revision (2017-22)/2021/1 dated 02/01/2021  
3. Government Letter No.D3/17/2021/ID dated 08/02/2021  
4. Letter No.CMD/CHR-53/2022-23/64 dated 11/10/2022 from the Managing Director, Keltron.

**ORDER**

The Long Term Agreement related to the wage revision of workers in Kerala State Electronics Development Corporation Ltd (Keltron) on the basis of the Government Order read as 1<sup>st</sup> paper above was expired on 31/03/2017.

2) The Managing Director , Keltron as per the letter read as 2<sup>nd</sup> paper above had requested Government to issue necessary guidelines to the company to start negotiation with the Trade Unions for arriving at a long term wage settlement and also for the revision of pay and allowances. As per the letter read as 3<sup>rd</sup> paper above, Government issued guidelines for starting negotiations with the Trade Unions for the wage revision of Workers.

3) The Managing Director, Keltron as per the letter read as 4<sup>th</sup> paper above, had furnished the proposal for wage revision with a copy of Memorandum of Understanding signed by the representatives of trade

unions of the company along with resolution of Board of Directors, for the approval of the Government.

4) Government have examined the matter in detail and are pleased to accord sanction to revise the wages of workers of Kerala State Electronics Development Corporation Ltd (KELTRON) for the period from 01.04.2017 to 31.03.2022, as follows:

**A. Existing and Revised scale of pay**

Grade	Existing scale of pay	Revised scale of pay
I	11000 - 280 - 12400 - 310 14260 - 360 - 16780 - 420 20140	19000 - 500 - 20000 - 550 - 22200 - 600 25200 - 650 - 27800 - 700 - 29900 - 800 - 33900 - 900 - 35700
II	11500 - 290 - 12950 - 330 14930 - 380 - 17590 - 440 21110	20000 - 550 - 22200 - 600 - 25200 - 650 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 38500
III	12000 - 300 - 13500 - 340 15540 - 390 - 18270 - 460 21950	20550 - 550 - 22200 - 600 - 25200 - 650 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 40500
IV	12500 - 320 - 14100 - 360 16260 - 410 - 19130 - 480 22970	21100 - 550 - 22200 - 600 - 25200 - 650 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 41500
V	12500 - 320 - 14100 - 360 16260 - 410 - 19130 - 480 22970	21650 - 550 - 22200 - 600 - 25200 - 650 27800 - 700 - 29900 - 800 - 33900 - 900 - 37500 - 1000 - 42500
VI	13000 - 330 - 14650 - 370 16870 - 430 - 19880 - 500 23880	22200 - 600 - 25200 - 650 - 27800 - 700 29900 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 44700
VII	13500 - 340 - 15200 - 380 17480 - 440 - 20560 - 520 24720	22800 - 600 - 25200 - 650 - 27800 - 700 29900 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 48000 - 1200 - 49200
VIII	13900 - 350 - 15650 - 390 17990 - 450 - 21140 - 530 25380	23400 - 600 - 25200 - 650 - 27800 - 700 29900 - 800 - 33900 - 900 - 37500 - 1000 - 42500 - 1100 - 48000 - 1200 - 52800
<b>Master Scale</b>		

19000 - 500(2) - 20000 - 550(4) - 22200 - 600(5) - 25200 - 650(4)- 27800 - 700(3) - 29900 - 800(5) - 33900 - 900(4) - 37500 - 1000(5) - 42500 - 1100(5) - 48000 - 1200(4) - 52800

### **B) Fitment and service weightage**

- a. Fitment benefit @ 15%, subject to a minimum of Rs.3000/-
- b. Service weightage @ 0.5% for every completed years of service subject to a maximum of 35 years.
- c. The total of Fitment benefit + Service weightage should be limited to Rs.6000/-.

### **C) Rules for fixation of pay**

- i. The revised scales of pay will come into effect from 01.04.2017.
- ii. The existing scales of pay for the purpose of these rules are those existed as on 31.03.2017
- iii. The existing emoluments to be reckoned for the purpose of fixation of pay in the revised scales shall be the total of;
  - a. The basic pay in the existing scale as on 01.04.2017, including increments, if any, accrued on the date.
  - b. Dearness allowance admissible as on 01.04.2017 i.e., 43.26%.
  - c. To the existing emoluments computed above shall be added an amount equal to 15% of basic pay as on 31.03.2017 as fitment, subject to a minimum of Rs.3000/- and an amount equal to 0.5 % of basic pay for each completed years of service, subject to a maximum of 35 years and subject to the maximum limit of Rs. 6000 (total of Fitment benefit + Service weightage). Service for the purpose of this rule means regular service in KELTRON.
- iv. The sum of items (a) to (c) shall be stepped up to the next stage in the revised scale. If the sum is below the minimum of the revised scale, pay will be fixed at the minimum of the revised scale and if the sum is more than the maximum of the revised scale, pay will be fixed at the

maximum of the revised scale.

- v. If the amount arrived at under Rule (iv) above is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum of the scale of pay and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will count for all purposes, viz., fixation of pay, calculation of allowances including dearness allowance.

#### **D) Increment**

The date of increment of the employees shall not undergo any change consequent on switch over to the revised scale of pay, that is, increments will be granted on due date. In the case of employees whose increments falls on 01.04.2017, next increment will due on completion of one year.

#### **E) Option**

There shall not be any option facility. All employees should change over to the revised scale w.e.f. 01.04.2017. The date of increment of the employees shall not undergo any change consequent on switch over to the revised scale of pay, that is, increment will be granted on due date as if one had continued in the pre-revised scale without waiting for one year from the date of pay revision. In the case of employees whose increment falls on 01.04.2017, next increment will due on completion of one year.

#### **F) Stagnation increment**

Regarding stagnation increment, the general rule followed in the state is that the "Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed maximum of the Master scale". Also, adequate span has been recommended in the revised scale of pay of Grade VIII as given above. So this rule need not be changed.

#### **G) Dearness allowance**

The revised scales of pay have been proposed by merging the full dearness allowance i.e, 43.26 % with the basic pay. That is, average AICPI of 3292 points (AICPI(IW) 2001=100) has been neutralised and

therefore 274.33 points of AICPI shall be taken as the index for calculating further Dearness allowance w.e.f 01.04.2017. Therefore, the new formula to be adopted for calculation of further Dearness allowance will be as follows:-

$$DA = \frac{(\text{Average AICPI for past 12 months} - 274.33) \times 100}{274.33}$$

**H) House rent allowance (HRA):-** HRA will be granted at the rates given below:

- a. Basic pay up to Rs.29,200 = Rs.1100/-.
- b. Basic pay from 29,201 to 52,800 = Rs.1400/-

**I) Allowances**

Sl.No	Benefit/Facility	Revised rate
1	Lunch allowance for employees of those units/offices where no canteen facility is available	Rs. 750/- per month
2	Education Advance	Rs. 12000/- for regular and Rs. 6000/- for casual and contract employees.
3	Marriage Advance for the marriage of children.	Rs.10,000/-, repayable in 12 equal monthly installments
4	Funeral Advance in the case of death of spouse or parents	One month Basic + DA repayable in 10 equal installments
5	Housing Loan Interest Subsidy Scheme	Subsidy on interest rate @5% for the loan amount upto 2 Lakh
6	Shift Allowance	Rs. 38 per shift
7	Funeral Allowance	Rs. 6,250/-
8	Washing Allowance	Rs. 125/-
9	Stitching charges	Rs.400/- for Gents,  Rs.200/- for overcoat and Rs.150/- for blouse
10	Winter cloth allowance	Rs. 1,100/-
11	Foot wear	Rs.700/- for men and

	Rs.450/- for women
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### **J) General Conditions**

- i. Urgent action should be taken to complete statutory audit upto 2022-2023 FY.
- ii. The scales of pay will take effect from 01/04/2017. The revised rate of allowances except DA will take effect from the 1<sup>st</sup> day of the month in which the pay revision order is issued.
- iii. The matter of payment of pay revision arrears will be decided by the Government later.
- iv. Pay revision is applicable only to those employees who are in the regular service of the KELTRON and working against the sanctioned posts created with the approval of Government. Casual/Contract/daily waged employees are not eligible for this pay revision & allowances revision. If any violation occurs, officers concerned and the Managing Director will be liable and Government will take stringent action against them.
- v. Stepping up of the scales of pay of any category will not be allowed under any circumstances.
- vi. The employees of KELTRON are not eligible for any benefits other than those mentioned above.
- vii. The terms and conditions of service of employees in KELTRON, including pay, allowances, leave, promotion and retirement age, should not be altered without prior Government sanction.
- viii. At the time of urgency contract/daily waged employees must be selected either from employment exchange or through Kerala Public Enterprises (Selection & Recruitment) Board.
- ix. Upgradation/creation/re-designation of posts (whether full time, part time, temporary, contract or daily waged) will not be allowed without prior Government sanction.

- x. No person shall be appointed (whether full time, part time, temporary and contract, daily wages or Deputation) without a post created validly through a Government Order.
- xi. Posts lying vacant, i.e. not occupied by any method of appointment such as regular/contract/daily wage etc. or by charge arrangement, for more than one year will be treated as abolished as per G.O(P)No.1208/2001/Fin dated 22/11/2001.
- xii. Daily waged employees must be selected only for a limited period of 179 days. Casual/Contract/Daily waged employees should not be posted permanently. Circular No.55/2022/FIN, dated 08/07/2022 should be strictly followed.
- xiii. Interim Relief granted, if any, shall be adjusted in the pay revision.
- xiv. G-SPARK /similar system must be implemented in KELTRON within an year.
- xv. The additional financial commitment on account of this pay revision should be met by the company from its internal resources. Government will not extend any assistance in this regard.
- xvi. Employees who joined in service after the effective date of pay revision will be considered as appointed in the revised pay and their pay will be fixed at the minimum of the scale of pay applicable.
- xvii. Personal Pay may be given subject to the condition that maximum basic pay after adding Personal Pay shall not exceed maximum of the Master scale.
- xviii. All the conditions mentioned above should be followed scrupulously while implementing the pay revision. The Managing Director, KELTRON and the officers concerned will be held personally responsible for any kind of discrepancies in implementing this order & if any violation occurs Government will take stringent action against them.
- xix. Being a profit making company, 30% of arrears of pay revision can be disbursed to the employees subject to prior approval from

Government. The decision regarding Payment of balance arrears will be made later based on the common policy framework to be established.

- xx. In the case of EPF contribution by the employer the present status will be continued and a common frame work will be formulated later.

(By order of the Governor)  
K R JYOTHILAL  
ADDITIONAL CHIEF SECRETARY

To:

The Chairman/ Managing Director, Keltron, Vellayamabalm,  
Thiruvananthapuram

The Board of Directors, Keltron (Through the Managing Director)

The Executive Chairman/ Member Secretary, Board for Public Sector  
Transformation, Thiruvananthapuram

The Finance Department (Vide UO(F)No.E-2182283/PU-D2/115/2022-Fin  
dated 05/12/2024)

The Planning & Economic Affairs (BPE) Dept.

General Administration (SC) Department (Vide Item No..... dt..... )

The Principal Accountant General (E&RSA), Kerala, Thiruvananthapuram.

Web & New Media, Information and Public Relations Department

The Stock File/Office Copy

Forwarded /By order

Signed by Divya Y V

Date: 17-04-2025 10:43:03

Section Officer

Copy to :- PS to Hon'ble Minister for Law, Coir & Industries

PS to Additional Chief Secretary, Industries Department

CA to OSD / Additional Secretary, Industries Department





രഹസ്യം

കേരള സർക്കാർ  
മന്ത്രിസഭായോഗത്തിന്റെ നടപടിക്കുറിപ്പുകൾ

തീയതി : 09-04-2025

ഫയൽ നം. വ്യവ-ഡി3/214/2024/വ്യവ.

ഇനം നം: 2768

വിഷയം : വ്യവസായ വകുപ്പ് - കെൽട്രോണിലെ തൊഴിലാളികളുടെ ശമ്പളപരിഷ്കരണം 01.04.2017 പ്രാബല്യത്തിൽ നടപ്പിലാക്കുന്നത്.

തീരുമാനം : കുറിപ്പിലെ നിർദ്ദേശം (1) അംഗീകരിച്ചു.  
പോൾ ആന്റണി കമ്മിറ്റിയുടെ ശുപാർശകളിന്മേൽ ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായത്തോടുകൂടി പബ്ലിക് എൻറൈപ്രൈസസ് ബോർഡ് നൽകിയ ശുപാർശകൾ മന്ത്രിസഭാ സമിതി ചർച്ച ചെയ്ത ശേഷം അതിൻപ്രകാരം പൊതുമേഖലാ സ്ഥാപനങ്ങളിലെ ജീവനക്കാരുടെ ശമ്പള പരിഷ്കരണം സംബന്ധിച്ച് പൊതു ഉത്തരവ് പുറപ്പെടുവിക്കാവുന്നതാണെന്നും തീരുമാനിച്ചു.

(ഒപ്പ്)

പിണറായി വിജയൻ

മുഖ്യമന്ത്രി

(ശരിപ്പകർപ്പ്)

*Saeedaly*

ശാരദ മുരളീധരൻ

ചീഫ് സെക്രട്ടറി

✓ പ്രിൻസിപ്പൽ സെക്രട്ടറി, വ്യവസായ വകുപ്പ്.

അഡീഷണൽ ചീഫ് സെക്രട്ടറി, ധനകാര്യ വകുപ്പ്.

അഡീഷണൽ ചീഫ് സെക്രട്ടറി, ആസൂത്രണ സാമ്പത്തികകാര്യ വകുപ്പ്

കേരള സർക്കാർ  
(ശ്രീ.പിണറായി വിജയൻ മന്ത്രിസഭ)  
മന്ത്രിസഭാ യോഗത്തിനുള്ള കുറിപ്പ്

1. ഫയൽ നമ്പർ : വ്യവ/ഡി3/214/2024-വ്യവ
2. വകുപ്പ് : വ്യവസായ വകുപ്പ്
3. വിഷയം : വ്യവസായ വകുപ്പ് - കെൽടോണിലെ തൊഴിലാളികളുടെ ശമ്പളപരിഷ്കരണം 01.04.2017 പ്രാബല്യത്തിൽ നടപ്പിലാക്കുന്നത് - സംബന്ധിച്ച്
4. മന്ത്രിസഭായോഗത്തിൽ സമർപ്പിക്കാനുള്ള മുഖ്യമന്ത്രിയുടെ ഉത്തരവ് തീയതി : 12.02.2025
5. (i) ഇത് സാമ്പത്തിക ബാധ്യതയുള്ളതാണോ ? : അതെ.
- (ii) സാമ്പത്തിക ബാധ്യതയുള്ളതാണെങ്കിൽ ധനകാര്യ വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം : ഉണ്ട്.
- മന്ത്രിസഭാ യോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ, : ഉണ്ട്.
6. മറ്റേതെങ്കിലും വകുപ്പുമായി ആലോചിച്ചിട്ടുണ്ടോ, ഉണ്ടെങ്കിൽ അവരുടെ അഭിപ്രായം മന്ത്രിസഭാ യോഗത്തിനുള്ള കുറിപ്പിൽ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടോ, : ഉണ്ട്.  
, ആസൂത്രണ സാമ്പത്തകികാര്യ വകുപ്പ്
7. കുറിപ്പ് സമർപ്പിച്ച അഡീഷണൽ സെക്രട്ടറിയുടെ പേര് : ശ്രീമതി. എം.എ. റജീനാബീഗം.
8. കുറിപ്പ് അംഗീകരിച്ച പ്രിൻസിപ്പൽ സെക്രട്ടറിയുടെ പേര് : ശ്രീ. എ. പി. എം. മുഹമ്മദ് ഹനീഷ്
9. മന്ത്രിസഭയുടെ കരട് കുറിപ്പ് പ്രിൻസിപ്പൽ സെക്രട്ടറി അംഗീകരിച്ച തീയതി : 12.02.2025
10. കുറിപ്പ് അംഗീകരിച്ച ചീഫ് സെക്രട്ടറിയുടെ പേര് : ശ്രീമതി. ശാരദ മുരളീധരൻ
11. മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് ചീഫ് സെക്രട്ടറി അംഗീകരിച്ച തീയതി, : 13.02.2025
12. കുറിപ്പ് അംഗീകരിച്ച മന്ത്രിയുടെ പേര് : ശ്രീ. പി. രാജീവ്
13. മന്ത്രിസഭയ്ക്കുള്ള കരട് കുറിപ്പ് മന്ത്രി അംഗീകരിച്ച തീയതി : 28.02.2025
14. കുറിപ്പിന്റെ പകർപ്പുകൾ സമർപ്പിച്ച തീയതി : 03.03.2025
15. മന്ത്രിസഭായോഗം തീരുമാനമെടുത്ത തീയതി :
16. തീരുമാനം പുറപ്പെടുവിച്ച സർക്കാർ ഉത്തരവ്/ കത്തിന്റെ നമ്പറും തീയതിയും :



## മന്ത്രിസഭാ യോഗത്തിനുള്ള കുറിപ്പ്

കെൽട്രോണിലെ തൊഴിലാളികളുടെ വേതന പരിഷ്കരണം 01.04.2017 പ്രാബല്യത്തിൽ നടപ്പാക്കുന്നതിനുള്ള ശുപാർശയുമായി ബന്ധപ്പെട്ടതാണ് ഈ കുറിപ്പ്.

2) കെൽട്രോണിലെ തൊഴിലാളികളുടെ വേതനപരിഷ്കരണവുമായി ബന്ധപ്പെട്ട ദീർഘകാല കരാറിന്റെ കാലാവധി 31.03.2017 ൽ അവസാനിച്ചിരുന്നു. അതിനു ശേഷം കെൽട്രോൺ മാനേജിംഗ് ഡയറക്ടർ തൊഴിലാളികളുടെ വേതനപരിഷ്കരണം നടപ്പാക്കുന്നതുമായി ബന്ധപ്പെട്ട ചാർട്ടർ ഓഫ് ഡിമാൻഡ്സ് സർക്കാരിൽ ലഭ്യമാക്കിയിരുന്നു. സർക്കാർ ഇക്കാര്യം പരിശോധിക്കുകയും ട്രേഡ് യൂണിയനുകളുമായി ചർച്ച ചെയ്ത് കെൽട്രോണിലെ തൊഴിലാളികളുടെ വേതനപരിഷ്കരണ ശുപാർശ തയ്യാറാക്കുന്നതിനുള്ള അനുമതിയും മാർഗ്ഗനിർദ്ദേശങ്ങളും നൽകുകയും ചെയ്തു.

3) കമ്പനിയുടെ ബോർഡ് ഓഫ് ഡയറക്ടേഴ്സിന്റെ അംഗീകാരത്തോട് കൂടി കമ്പനിയിലെ അംഗീകൃത ട്രേഡ് യൂണിയനുകളുടെ പ്രതിനിധികൾ ഒപ്പിട്ട MoU സഹിതം, തൊഴിലാളികളുടെ വേതനപരിഷ്കരണം നടപ്പിലാക്കുന്നതിനുള്ള ശുപാർശ സർക്കാരിന്റെ അനുമതിയ്ക്കായി കെൽട്രോൺ മാനേജിംഗ് ഡയറക്ടർ സമർപ്പിച്ചിരുന്നു.

4) തുടർന്ന് ഈ വിഷയത്തിൽ ആസൂത്രണ സാമ്പത്തികകാര്യ വകുപ്പിന്റെ അഭിപ്രായം ആരായുകയും കെൽട്രോണിന്റെ ആഡിറ്റ് റിപ്പോർട്ടിന്റെ

പൂർത്തീകരണത്തിന് വിധേയമായി വേതനപരിഷ്കരണത്തിനുള്ള ശുപാർശ അംഗീകരിക്കാനാവുന്നതാണെന്ന് ആ വകുപ്പ് അഭിപ്രായപ്പെടുകയുമുണ്ടായി.

5) ഇക്കാര്യത്തിൽ ധനകാര്യവകുപ്പ് ചുവടെ ചേർക്കുന്ന അഭിപ്രായം രേഖപ്പെടുത്തി.

Administrative Department is informed that 'Finance' agrees to the wage revision to the workers of Kerala State Electronics Development Corporation Ltd (KELTRON) for the period from 01.04.2017 to 31.03.2022 as mentioned below:-

**A. Existing and Revised scale of pay**

Grade	Existing scales	Revised scales
I	11000-280-12400-310-14260- 360-16780-420-20140	17500-440-20580-490-23030-540- 26270-600-29270-660-31910-740- 34130
II	11500-290-12950-330- 14930-380-17590-440-21110	18380-440-20580-490-23030-540- 26270-600-29270-660-31910-740- 34130-820-34950
III	12000-300-13500-340-15540- 390-18270-460-21950	19260-440-20580-490-23030-540- 26270-600-29270-660-31910-740- 34130-820-36590
IV *	12500-320-14100-360-16260- 410-19130-480-22970	20140-440-20580-490-23030-540- 26270-600-29270-660-31910-740-



		34130-820-38230
V *	12500-320-14100-360-16260- 410-19130-480-22970	20140-440-20580-490-23030-540- 26270-600-29270-660-31910-740- 34130-820-38230
VI	13000-330-14650-370-16870- 430-19880-500-23880	22050-490-23030-540-26270-600- 29270-660-31910-740-34130-820- 38230-920-41910
VII	13500-340-15200-380-17480- 440-20560-520-24720	23030-540-26270-600-29270-660- 31910-740-34130-820-38230-920- 42830-1050-43880
VIII	13900-350-15650-390-17990- 450-21140-530-25380	24110-540-26270-600-29270-660- 31910-740-34130-820-38230-920- 42830-1050-45980
<b><u>Master Scale</u></b>		
17500-440-20580-490-23030-540-26270-600-29270-660-31910-740- 34130-820-38230-920-42830-1050-45980.		

\*Same existing and revised scale of pay in the fourth and fifth grade scales.

#### **B) Fitment and service weightage**

- i. Fitment benefit @ 15%, subject to a minimum of Rs.2500/-
- ii. Service weightage @0.5% for every completed years of service subject to a maximum of 35 years.

#### **C) Rules for fixation of pay**

- (i) The revised scales of pay will come into effect from 01.04.2017.
- (ii) The existing scales of pay for the purpose of these rules are those existed as on 31.03.2017
- (iii) The existing emoluments to be reckoned for the purpose of fixation of pay in the revised scales shall be the total of;
  - (a) The basic pay in the existing scale as on 01.04.2017, including increments, if any, accrued on the date.
  - (b) Dearness allowance admissible as on 01.04.2017 i.e., 43.26%.
  - (c) To the existing emoluments computed above shall be added an amount equal to 15% of basic as on 31.03.2017 as fitment, subject to a minimum of Rs.2500/- and an amount equal to 0.5 % of basic pay for each completed years of service subject to a maximum of 35 years. Service for the purpose of this rule means regular service in KELTRON.
- (iv) The sum of items (a) to (c) shall be stepped up to the next stage in the revised scale. If the sum is below the minimum of the revised scale, pay will be fixed at the minimum of the revised scale and if the sum is more than the maximum of the revised scale, pay will be fixed at the maximum of the revised scale.
- (v) if the amount arrived at under Rule (iv) above is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum of the scale of pay and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of



granting increments. This personal pay will count for all purposes, viz., fixation of pay, calculation of allowances including dearness allowance.

**D) Increment**

The date of increments of the employees shall not undergo any change consequent on switch over to the revised scale of pay, that is, increments will be granted on due date. In the case of employees whose increments falls on 01.04.2017, next increment will due on completion of one year.

**E) Option**

There shall not be any option facility. All employees should change over to the revised scale w.e.f. 01.04.2017.

**F) Stagnation increment**

Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed maximum of the Master scale.

**G) Dearness allowance**

The revised scales of pay have been proposed by merging the full dearness allowance i.e, 43.26 % with the basic pay. That is, average AICPI of 3292 points(AICPI(IW) 2001=100) has been neutralised and therefore 274.33 points of AICPI shall be taken as the index for calculating further Dearness allowance w.e.f 01.04.2017. Therefore, the new formula to be adopted for calculation of further Dearness allowance will be as follows:-

$$DA = (\text{Average AICPI for past 12 months} - 274.33) \times 100$$

274.33

**H) House rent allowance(HRA) :-** HRA is being granted at the rates given below:

a. Basic pay up to Rs.28000 = Rs.1100/-.

b. Basic pay 28001- 45980 and above=1400/-.

**I.Allowances**

Sl.No	Allowances/Benefits		Existing Rate(Rs)	Revised Rate(Rs.)
1	Canteen Allowance		500/p.m	550/p.m
2	Shift Allowance		25/Shift	28/shift
3	Funeral Allowance		5000/-	5500/-
4	Washing Allowance		75/p.m	90/p.m
5	Stitching Charges	Pants & Shirts	350/pair	390/pair
		Over Coat	150/-	165/-
		Blouse	100/-	110/-
6	Footwear Allowance	Worker(Male) (For one pair of shoes and two pair of socks per year)	600/-	660/-
		Worker(Female)(For two pairs of chappals per year)	400/-	440/-



7	Winter Cloth Allowance(For workmen working in Delhi Marketing Office)	1000/Year	1100/year
8	Conveyance Allowance to differently abled employees	800/ p. m	1000/p.m

#### **J) General Conditions**

1. Urgent action should be taken to complete statutory audit upto 2022-2023 FY.
- 2.The scales of pay will take effect from 01/04/2017. The revised rate of allowances except DA will take effect from the 1st day of the month in which the pay revision order is issued.
3. The matter of payment of pay revision arrears will be decided by the Government later.
4. Pay revision is applicable only to those employees who are in the regular service of the KELTRON and working against the sanctioned posts created with the approval of Government. Casual/Contract/daily waged employees are not eligible for this pay revision & allowances revision. If any violation occurs, concerned officers and the Managing Director will be liable to this act and government will take stringent actions against them.
5. Stepping up of the scales of pay of any category will not be allowed under any circumstances.

6. The employees of KELTRON are not eligible for any benefits other than those mentioned above.
7. The terms and conditions of service of employees in KELTRON, including pay, allowances, leave, promotion and retirement age, should not be altered without prior Government sanction.
8. At the time of urgency contract/daily waged employees must be selected from employment exchange.
9. Upgradation/creation/re-designation of posts (whether full time, part time, temporary, contract or daily waged) will not be allowed without prior Government sanction.
10. No person shall be appointed (whether full time, part time, temporary and contract, daily wages or Deputation) without a post created validly through a Government Order.
11. Posts lying vacant, i.e. not occupied by any method of appointment such as regular/contract/daily wage etc. or by charge arrangement, for more than one year will be treated as abolished as per G.O(P)No.1208/2001/Fin dated 22/11/2001.
12. Daily waged employees must be selected only for a limited period of 179 days. Casual/Contract/Daily waged employees should not be posted permanently. Circular No.55/2022/FIN, dated 08/07/2022 should be strictly followed.



13. The maximum employer's contribution to EPF will be 12% of Rs.15000/-(i.e., the maximum employer contribution will be limited to Rs.1800/-).

14. Interim relief granted will be recouped with 12 equal installments from the next month of pay revision order.

15. G-SPARK /similar system must be implemented in KELTRON within an year.

16. The additional financial commitment on account of this pay revision should be met by the company from its internal resources. Government will not extend any assistance in this regard.

17. Employees who joined service after the effective date of pay revision will be considered as appointed in the revised pay and their pay will be fixed at the minimum of the scale of pay applicable.

18. Personal pay may be given subject to the condition that maximum basic pay after adding Personal Pay shall not exceed maximum of the Master scale.

19. All the conditions mentioned above should be followed scrupulously while implementing the pay revision. The Managing Director, KELTRON and the concerned officers will be held personally responsible for any kind of discrepancies in implementing this order & if any violation occurs Government will take stringent actions against them.

20. Administrative Department may be requested to place the above mentioned same figures before the Cabinet as it is prepared for

safeguarding the future financial stability of KELTRON and forward the draft Government Order to Finance Department for vetting

This has the approval of Honourable Minister (Finance)

6) തുടർന്ന് ഈ വിഷയത്തിൽ ആസൂത്രണ സാമ്പത്തികകാര്യ വകുപ്പിന്റെ അഭിപ്രായം വീണ്ടും ആരായുകയും ആ വകുപ്പ് ചുവടെ ചേർക്കുന്ന അഭിപ്രായം രേഖപ്പെടുത്തുകയും ചെയ്തു.

“The file is returned to the Administrative Department along with a copy of the minutes of Public Enterprises Board meeting held on 22.02.2024 for further necessary action. The extract of the PEB minutes as follows:

The existing Long-Term Agreement regarding the pay and allowances of the workmen category employees of Kerala State Electronics Development Corporation Limited expired on 31/03/2017. The proposal is for approval of the next LTA for a period of five years from 01/04/2017 to 31/03/2022, as per the MoU signed with the recognised Trade Unions of the Company. Chairman, KELTRON pointed out the modifications proposed by the Finance Department in the scales of pay, fitment benefit, HRA, allowances etc. and requested that the terms of LTA as agreed to by the Company with the Trade Unions may be approved as such. The Officer on Special Duty, Industries Department indicated about the observations of the Hon'ble High Court of Kerala in a similar case about the power of the Government to re-work a long-term settlement and



requested to review the changes now proposed. After discussions, the Public Enterprises Board decided to refer back the proposal for revision of the pay and allowances of the workmen category employees of KELTRON to the Finance Department for holding a discussion with KELTRON on the issues pointed out by the Chairman, KELTRON and to re-examine and resubmit the proposal to PEB for consideration and approval.”

7) പി.ഇ.ബി യോഗത്തിന്റെ നടപടിക്കുറിപ്പിന്റെ അടിസ്ഥാനത്തിൽ ധനകാര്യ വകുപ്പ് നിർദ്ദേശിച്ച വേതനപരിഷ്കരണ ശുപാർശയിലെ അനോമലികൾ സംബന്ധിച്ച ഒരു റിപ്പോർട്ട് കെൽട്രോൺ മാനേജിംഗ് ഡയറക്ടർ നൽകിയിരുന്നു. ഫയൽ വീണ്ടും ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായത്തിനായി അയയ്ക്കുകയും ആ വകുപ്പ് താഴെപ്പറയുന്ന അഭിപ്രായം നൽകുകയും ചെയ്തു.

“Administrative Department is informed that, remarks dated 18.12.2023 of Finance Department on wage revision of workmen category of KELTRON is modified as follows:-

i) The revised scale of Pay, proposed by 'Finance' is **replaced** as follows:-

**A. Existing and Revised scale of pay**

Grade	Existing scales	Revised scales
I	11000-280-12400-310-	19000-500-20000-550-22200-600-
	14260-360-16780-420-	25200-650-27800-700-29900-800-
	20140	33900-900-35700
II	11500-290-12950-330-	20000-550-22200-600-25200-650-



	14930-380-17590-440- 21110	27800-700-29900-800-33900-900- 37500-1000-38500
III	12000-300-13500-340- 15540-390-18270-460- 21950	20550-550-22200-600-25200-650- 27800-700-29900-800-33900-900- 37500-1000-40500
IV	12500-320-14100-360- 16260-410-19130-480- 22970	21100-550-22200-600-25200-650- 27800-700-29900-800-33900-900- 37500-1000-41500
V	12500-320-14100-360- 16260-410-19130-480- 22970	21650-550-22200-600-25200-650- 27800-700-29900-800-33900-900- 37500-1000-42500
VI	13000-330-14650-370- 16870-430-19880-500- 23880	22200-600-25200-650-27800-700- 29900-800-33900-900-37500-1000- 42500-1100-44700
VII	13500-340-15200-380- 17480-440-20560-520- 24720	22800-600-25200-650-27800-700- 29900-800-33900-900-37500-1000- 42500-1100-48000-1200-49200
VIII	13900-350-15650-390- 17990-450-21140-530- 25380	23400-600-25200-650-27800-700- 29900-800-33900-900-37500-1000- 42500-1100-48000-1200-52800
<b>Master Scale</b>		
19000-500(2)-20000-550(4)-22200-600(5)-25200-650(4)-27800-700(3)- 29900-800(5)-33900-900(4)-37500-1000(5)-42500-1100(5)-48000- 1200(4)-52800		

ii. "The fitment and service weightage" is modified as follows:-

## **B) Fitment and service weightage**

- a. Fitment benefit @ 15%, subject to a minimum of Rs.3000/-
- b. Service weightage @ 0.5% for every completed years of service subject to a maximum of 35 years.
- c. The total of Fitment benefit + Service weightage should be limited to 6000/-.

iii) Under the heading "**Rules for fixation of pay**" the sub portion (iii)(c) is modified as follows:-

"To the existing emoluments computed above shall be added an amount equal to 15% of basic pay as on 31.03.2017 as fitment, subject to a minimum of Rs.3000/- and an amount equal to 0.5 % of basic pay for each completed years of service subject to a maximum of 35 years, subject to the maximum limit of Rs. 6000 (total of Fitment benefit + Service weightage). Service for the purpose of this rule means regular service in KELTRON."

iv) The portion under the heading "**Option**" is modified as follows:-

## **E) Option**

"There shall not be any option facility. All employees should change over to the revised scale w.e.f. 01.04.2017. The date of increments of the employees shall not undergo any change consequent on switch over to the revised scale of pay, that is, increments will be granted on due dates as if one had continued in the pre-revised scale without waiting for one year



from the date of pay revision. In the case of employees whose increments fall on 01.04.2017, next increment will due on completion of one year."

v) The provision for **HRA at sub para (H)** is modified as follows:-

**H) House rent allowance(HRA):-** HRA is being granted at the rates given below:

a. Basic pay up to Rs.29200 = Rs.1100/-.

b. Basic pay from 29201 to 52800 = Rs.1400/-

vi) Regarding stagnation increment, the general rule followed in the state is that the "Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed maximum of the Master scale". Also, adequate span has been recommended in the revised scale of pay of Grade VIII as given above. So this rule need not be changed.

vii) Regarding other allowances, the proposed LTA suggests unreasonable hike. Government can not agree to give more than 10% hike in allowances as was suggested in the broader outline given for the preparation of LTA and also in view of the stand generally taken by government in this regard. So Finance sticks to its earlier stand in the matter.

viii) Regarding payment of pay revision arrears, the general policy of Government is that it will be decided by the Government later. The same stand is taken in the case of Government and other PSU employees. So the



demand of KELTRON to allow the Company to decide the matter can not be accepted.

ix) All the PSUs and other institutions implemented EPF scheme were insisted to stick on to the limit of maximum employer contribution @ 12% of Rs.15000/-(i.e. Rs.1800/-). So the demand of KELTRON to waive this clause cannot be agreed to.

x) Interim Relief granted, if any, shall be adjusted in the pay revision.

"This has the approval of Hon'ble Minister(Finance)".

8) എസ്. ഐ. എഫ്. എല്ലിലെ തൊഴിലാളികളുടെ ദീർഘകാലകരാറിന് അനുസൃതമായി കെൽട്രോണിലെ തൊഴിലാളികളുടെ വേതനപരിഷ്കരണ ശുപാർശ പരിഗണിക്കുന്ന കാര്യത്തിൽ ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം വീണ്ടും ആരായുകയുണ്ടായി. ഇക്കാര്യത്തിൽ ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായം ചുവടെ ചേർക്കുന്നു.

'Finance' sticks to its earlier stand.

'This has the approval of Hon'ble Minister(Finance).'

9) അതിനുശേഷം കെൽട്രോണിലെ തൊഴിലാളികളുടെ വേതനപരിഷ്കരണവുമായി ബന്ധപ്പെട്ട ശുപാർശ പി ഇ ബി യുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുവാനായി ഫയൽ ആസൂത്രണ സാമ്പത്തികകാര്യ വകുപ്പിന് നൽകിയിരുന്നു. ആസൂത്രണ സാമ്പത്തികകാര്യ വകുപ്പിന്റെ അഭിപ്രായം ചുവടെ ചേർക്കുന്നു.

"The file is returned to the Administrative Department along with a copy of the Minutes of the Public Enterprises Board meeting held on 01/02/2025 for further necessary action. The extract of the PEB minutes is as follows:

The LTA proposal of workers of KELTRON w.e.f 1/04/2017 is approved by PEB as per the general conditions specified by finance department. The decision regarding employer share of EPF contribution, Payment of arrears and demand for increase of allowances by 50% will be made later based on the common policy framework to be established."

10) തുടർന്ന് ഇക്കാര്യത്തിൽ ബഹു. വ്യവസായ വകുപ്പ് മന്ത്രിയുടെ ഇക്കാര്യത്തിലുള്ള കാഴ്ചപ്പാട് ചുവടെ ചേർക്കുന്നു.

1. 01.04.2017 മുതൽ പ്രാബല്യത്തിൽ വരുത്തേണ്ട കെൽട്രോണിലെ വർക്കർ കാറ്റഗറിയിൽപ്പെട്ട ജീവനക്കാരുടെ ശമ്പളപരിഷ്കരണം ഏകദേശം 7 വർഷം കഴിഞ്ഞ് അനുമതി നൽകുമ്പോൾ അലവൻസുകളിൽ 10% വർദ്ധനവ് കാലാനുസൃതമല്ലാത്തതും ശാസ്ത്രീയവുമല്ലെന്ന് വിലയിരുത്തുന്നു. ഇക്കാര്യത്തിൽ മാനേജ്മെന്റും തൊഴിലാളി സംഘടനകളും തമ്മിൽ ചർച്ച ചെയ്ത് സമവായത്തിലെത്തിയ പ്രകാരമുള്ള വർദ്ധനവിലെ 50% അനുവദിച്ച് നൽകാവുന്നതാണ്.

2. നിലവിൽ കെൽട്രോൺ ലാഭകരമായി പ്രവർത്തിക്കുന്ന പൊതുമേഖലാസ്ഥാപനമാണ്. ആയതിനാൽ നിലവിലെ ശമ്പളപരിഷ്കരണത്തിന് വളരെയേറെ കാലതാമസമുണ്ടായ സാഹചര്യം പരിഗണിച്ച് ശമ്പളകുടിശ്ശികയുടെ



30% വരുന്ന ഒരു ഗഡു തുക സർക്കാരിന്റെ മുൻകൂർ അനുമതിയ്ക്ക് വിധേയമായി അനുവദിച്ച് നൽകുന്നതിന് തീരുമാനിക്കാവുന്നതാണ്.

3. EPF കോൺട്രിബ്യൂഷൻ വിഹിതം അടയ്ക്കുന്നത് സംബന്ധിച്ച് തൽസ്ഥിതി (statuesquo) നിലനിർത്താവുന്നതാണ്. ഇക്കാര്യത്തിൽ പി ഇ ബി അഭിപ്രായപ്പെട്ടതു പ്രകാരം സർക്കാരിന്റെ പൊതുവായ തീരുമാനപ്രകാരം തുടർനടപടി സ്വീകരിക്കാവുന്നതാണ്.

11) ഇക്കാര്യം മന്ത്രിസഭയുടെ പരിഗണനയ്ക്ക് സമർപ്പിക്കുവാൻ ബഹു മുഖ്യമന്ത്രി ഉത്തരവായി.

തീരുമാനിക്കേണ്ട കാര്യങ്ങൾ

1) മേൽ കുറിപ്പിലെ ഖണ്ഡിക 10 (1) (2) എന്നീ നിർദ്ദേശങ്ങൾ കൂടി അംഗീകരിച്ചുകൊണ്ട് ധനകാര്യ വകുപ്പിന്റെ അഭിപ്രായത്തിന്റെയും 01/02/2025-ൽ നടന്ന പി ഇ ബി യോഗതീരുമാനത്തിന്റെയും അടിസ്ഥാനത്തിൽ കെൽട്രോണിലെ തൊഴിലാളികളുടെ വേതനപരിഷ്കരണ ശുപാർശ അനുബന്ധത്തിൽ ചേർത്തിരിക്കുന്ന പ്രകാരം 01.04.2017 പ്രാബല്യത്തിൽ നടപ്പാക്കാമോ?

അല്ലെങ്കിൽ

2) ധനകാര്യ വകുപ്പും പബ്ലിക് എൻ്റർപ്രൈസസ് ബോർഡും അംഗീകരിച്ച വ്യവസ്ഥകൾക്ക് വിധേയമായി കെൽട്രോണിലെ തൊഴിലാളികളുടെ വേതന പരിഷ്കരണം നടപ്പിലാക്കാവുന്നതാണോ?



അനുബന്ധം

**A. Existing and Revised scale of pay**

Grade	Existing scales	Revised scales
I	11000-280-12400-310- 14260-360-16780-420- 20140	19000-500-20000-550-22200-600- 25200-650-27800-700-29900-800- 33900-900-35700
II	11500-290-12950-330- 14930-380-17590-440- 21110	20000-550-22200-600-25200-650- 27800-700-29900-800-33900-900- 37500-1000-38500
III	12000-300-13500-340- 15540-390-18270-460- 21950	20550-550-22200-600-25200-650- 27800-700-29900-800-33900-900- 37500-1000-40500
IV	12500-320-14100-360- 16260-410-19130-480- 22970	21100-550-22200-600-25200-650- 27800-700-29900-800-33900-900- 37500-1000-41500
V	12500-320-14100-360- 16260-410-19130-480- 22970	21650-550-22200-600-25200-650- 27800-700-29900-800-33900-900- 37500-1000-42500
VI	13000-330-14650-370- 16870-430-19880-500- 23880	22200-600-25200-650-27800-700- 29900-800-33900-900-37500-1000- 42500-1100-44700
VII	13500-340-15200-380- 17480-440-20560-520- 24720	22800-600-25200-650-27800-700- 29900-800-33900-900-37500-1000- 42500-1100-48000-1200-49200
VIII	13900-350-15650-390- 17990-450-21140-530- 25380	23400-600-25200-650-27800-700- 29900-800-33900-900-37500-1000- 42500-1100-48000-1200-52800
<b>Master Scale</b>		
19000-500(2)-20000-550(4)-22200-600(5)-25200-650(4)-27800-700(3)- 29900-800(5)-33900-900(4)-37500-1000(5)-42500-1100(5)-48000- 1200(4)-52800		

**B) Fitment and service weightage**

- a. Fitment benefit @ 15%, subject to a minimum of Rs.3000/-
- b. Service weightage @ 0.5% for every completed years of service subject to a maximum of 35 years.
- c. The total of Fitment benefit + Service weightage should be limited to Rs.6000/-.

**C) Rules for fixation of pay**

- i) The revised scales of pay will come into effect from 01.04.2017.
- ii) The existing scales of pay for the purpose of these rules are those existed as on 31.03.2017
- iii) The existing emoluments to be reckoned for the purpose of fixation of pay in the revised scales shall be the total of;
  - (a) The basic pay in the existing scale as on 01.04.2017, including increments, if any, accrued on the date.
  - (b) Dearness allowance admissible as on 01.04.2017 i.e., 43.26%.
  - (c) To the existing emoluments computed above shall be added an amount equal to 15% of basic pay as on 31.03.2017 as fitment, subject to a minimum of Rs.3000/- and an amount equal to 0.5 % of basic pay for each completed years of service subject to a maximum of 35 years, subject to the maximum limit of Rs. 6000 (total of Fitment benefit + Service weightage). Service for the purpose of this rule means regular service in KELTRON.
- (iv) The sum of items (a) to (c) shall be stepped up to the next stage in the revised scale. If the sum is below the minimum of the revised scale, pay will be fixed at the minimum of the revised scale and if



the sum is more than the maximum of the revised scale, pay will be fixed at the maximum of the revised scale.

(v) if the amount arrived at under Rule (iv) above is more than the maximum of the revised scale of pay, the pay shall be fixed at the maximum of the scale of pay and the difference shall be treated as personal pay and it will not be absorbed in future increase in pay on account of granting increments. This personal pay will count for all purposes, viz., fixation of pay, calculation of allowances including dearness allowance.

#### **D) Increment**

The date of increments of the employees shall not undergo any change consequent on switch over to the revised scale of pay, that is, increments will be granted on due date. In the case of employees whose increments falls on 01.04.2017, next increment will due on completion of one year.

#### **E) Option**

There shall not be any option facility. All employees should change over to the revised scale w.e.f. 01.04.2017. The date of increments of the employees shall not undergo any change consequent on switch over to the revised scale of pay, that is, increments will be granted on due dates as if one had continued in the pre-revised scale without waiting for one year from the date of pay revision. In the case of employees whose increments fall on 01.04.2017, next increment will due on completion of one year.

#### **F) Stagnation increment**

Regarding stagnation increment, the general rule followed in the state is that the "Maximum number of stagnation increments allowed will be five, out of which four will be annual and fifth one

biennial, subject to the condition that maximum basic pay after adding stagnation increment shall not exceed maximum of the Master scale". Also, adequate span has been recommended in the revised scale of pay of Grade VIII as given above. So this rule need not be changed.

#### **G) Dearness allowance**

The revised scales of pay have been proposed by merging the full dearness allowance i.e, 43.26 % with the basic pay. That is, average AICPI of 3292 points(AICPI(IW) 2001=100) has been neutralised and therefore 274.33 points of AICPI shall be taken as the index for calculating further Dearness allowance w.e.f 01.04.2017. Therefore, the new formula to be adopted for calculation of further Dearness allowance will be as follows:-

$$DA = \frac{(\text{Average AICPI for past 12 months} - 274.33) \times 100}{274.33}$$

**H) House rent allowance(HRA):-** HRA is being granted at the rates given below:

- a. Basic pay up to Rs.29200 = Rs.1100/-.
- b. Basic pay from 29201 to 52800 = Rs.1400/-

#### **I) Allowances**

Sl. No	Benefit/Facility	Revised rate
1	Lunch allowance for employees of those units /offices where no canteen facility is available	Rs. 750/- per month
2	Education Advance	Rs. 12000/- and Rs. 6000/-



		respectively
3	Marriage Advance in the case of Children's marriage	Rs.10000/-, repayable in 12 equal monthly installments
4	Funeral Advance in the case of death of spouse or parents	One month Basic + DA repayable in 10 equal installments
5	Housing Loan Interest Subsidy Scheme	Subsidy on interest rate @5% for the loan amount upto 2 lakhs
6	Shift Allowance	Rs. 38 per shift
7	Funeral Allowance	Rs. 6250/-
8	Washing Allowance	Rs. 125/-
9	Stitching charges	Rs. 400/- for gents, Rs. 200/- for overcoat and Rs. 150/- for blouse
10	Winter cloth allowance	Rs. 1100/-
11	Foot wear	Rs. 700/- for men and Rs.450/- for women

#### **J) General Conditions**

1. Urgent action should be taken to complete statutory audit upto 2022- 2023 FY.

2. The scales of pay will take effect from 01/04/2017. The revised rate of allowances except DA will take effect from the 1st day of the month in which the pay revision order is issued.
3. The matter of payment of pay revision arrears will be decided by the Government later.
4. Pay revision is applicable only to those employees who are in the regular service of the KELTRON and working against the sanctioned posts created with the approval of Government. Casual/Contract/daily waged employees are not eligible for this pay revision & allowances revision. If any violation occurs, concerned officers and the Managing Director will be liable to this act and government will take stringent actions against them.
5. Stepping up of the scales of pay of any category will not be allowed under any circumstances.
6. The employees of KELTRON are not eligible for any benefits other than those mentioned above.
7. The terms and conditions of service of employees in KELTRON, including pay, allowances, leave, promotion and retirement age, should not be altered without prior Government sanction.
8. At the time of urgency contract/daily waged employees must be selected either from employment exchange or KPESRB.
9. Upgradation/creation/re-designation of posts (whether full time, part time, temporary, contract or daily waged) will not be allowed without prior Government sanction.
10. No person shall be appointed (whether full time, part time, temporary and contract, daily wages or Deputation) without a post created validly through a Government Order.
11. Posts lying vacant, i.e. not occupied by any method of appointment such as regular/contract/daily wage etc. or by charge



arrangement, for more than one year will be treated as abolished as per G.O(P)No.1208/2001/Fin dated 22/11/2001.

12. Daily waged employees must be selected only for a limited period of 179 days. Casual/Contract/Daily waged employees should not be posted permanently. Circular No.55/2022/FIN, dated 08/07/2022 should be strictly followed.

13. Interim Relief granted, if any, shall be adjusted in the pay revision.

14. G-SPARK /similar system must be implemented in KELTRON within an year.

15. The additional financial commitment on account of this pay revision should be met by the company from its internal resources. Government will not extend any assistance in this regard.

16. Employees who joined in service after the effective date of pay revision will be considered as appointed in the revised pay and their pay will be fixed at the minimum of the scale of pay applicable.

17. Personal pay may be given subject to the condition that maximum basic pay after adding Personal Pay shall not exceed maximum of the Master scale.

18. All the conditions mentioned above should be followed scrupulously while implementing the pay revision. The Managing Director, KELTRON and the concerned officers will be held personally responsible for any kind of discrepancies in implementing this order & if any violation occurs Government will take stringent actions against them.

19. Being a profit making company, 30% of arrears of pay revision can be disbursed to the employees subject to prior approval from Government. The decision regarding Payment of balance arrears will be made later based on the common policy framework to be established.

20. In the case of EPF contribution by the employer the present status may be continued and a common frame work may be formulated later.