

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

Industries Department - Kerala State Industrial Enterprises Limited (KSIE) - Pay and Allowances of Dr. Febi Varghese, former Managing Director, KSIE - Re fixed- Orders issued.

INDUSTRIES(B)DEPARTMENT

G.O.(Rt)No.672/2026/ID Dated,Thiruvananthapuram, 23-06-2026

Read 1. G.O.(Rt) No.176/2011/ID dated 04.02.2011

2. G.O.(P) No.131/2022/Fin dated 29.10.2022

3. G.O(P)No.9/2024/P&EA dated 13.03.2024

4. Representation dated 18.08.2025 submitted by Dr. Febi Varghese

5. Letter No.KSIE/A&HR/1620 dated 16.09.2025 from Kerala State Industrial Enterprises Ltd. (KSIE)

ORDER

The pay and allowances of Dr. Febi Varghese, Managing Director, Kerala State Industrial Enterprises Limited (KSIE), were initially fixed as per the Government Order read as 1st paper above, applicable to Category 'B' Public Sector Undertakings.

2) Subsequently, Dr. Febi Varghese, former Managing Director, KSIE, submitted the representation read as the 5th paper above, requesting re-fixation of his pay and allowances for the period from 05.01.2017 to 26.09.2019 in accordance with the Government Order read as the 2nd paper above.

3) Based on the recommendations of the Expert Committee, a common framework for the wage/pay structure of Public Sector Undertakings was formulated, and PSUs were grouped into four categories, namely A, B, C and D, based on the revised parameters prescribed in the Government Order read

as the 2nd paper above. As per the revised grading parameters and the audited accounts for the five-year period from 2017-18 onwards, KSIE was classified under Category 'D' as per Government Order read as the 3rd paper above. Accordingly, Dr. Febi Varghese is eligible for pay and allowances applicable to Category 'D' Public Sector Undertakings for the period from 05.01.2017 to 26.09.2019. Therefore, his pay and allowances require re-fixation in accordance with the Category 'D' scale prescribed under the Government Order read as the 2nd paper above.

4) In the above circumstances, Government are pleased to accord sanction for the re-fixation of the pay and allowances of Dr. Febi Varghese, former Managing Director, KSIE, with effect from 05.01.2017, as applicable to Category 'D' Public Sector Undertakings as detailed below, subject to the condition that the excess pay and allowances, if any, already drawn by him over and above the admissible pay during his tenure as Managing Director, KSIE, from 05.01.2017 to 26.09.2019, shall not be recovered.

| | |
|--------------------------------------|---------------------------|
| Scale of pay | 43200-66000 |
| Basic pay as on 05.01.2017 | 43200 |
| Industrial DA w.e.f. 05.01.2017 | Rs.51624/- (119.5% 43200) |
| HRA (Thiruvananthapuram Corporation) | 20% of 43200 = Rs. 8640/- |
| Total | 1,03,464 |

5) Dr. Febi Varghese shall also be eligible for revision of Industrial Dearness Allowance (IDA) as per the Memorandums issued by the Government of India applicable to Board-level and below Board-level posts in Central Public Sector Undertakings based on the revision of pay scales with effect from 01.01.2007.

By order of the Governor)
PRAVADA P R
JOINT SECRETARY

To:

1. Managing Director, Kerala State Industrial Enterprises Limited, Thiruvananthapuram.
2. The Principal Accountant General (Audit/A&E), Kerala, Thiruvananthapuram.
3. Dr. Febi Varghese, Pookoickal House, Market Jn., Kottarakkara
4. The Finance Department. (Vide File No.3308662/PU-D1/152/2025-FIN)
5. The Planning & Economic Affairs (BPE) Department. (Vide File No.PLGEA-BPE1/32/2025-PLGEA)
6. The Information & Public Relations (Web & New Media) Department.
7. Stock File / Office Copy (IND-B1/228/2025-IND)

Forwarded /By order

Section Officer