



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Indian Companies Act, 1956)

CIN:U40100KL2011SGC027424

Vydyuthi Bhavanam, Pattom, Thiruvananthapuram – 695 004, Kerala.

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ABSTRACT

Long Term Settlement 2021- Spread Over Allowance for Workmen in Breakdown Wing – Clarification - Sanctioned - Orders issued.

CORPORATE OFFICE (SBU-D)

B.O.(FTD) No.231/2021 (D(D&IT)/D6-AE3/Breakdown Wing/2020-21) dtd, Tvpms 31.03.2021

- Read: 1. B.O. (FB) No.1460/2009(CP/R&P/Plg.1/Model Section/2009-10) Tvpms, dated 04/06/2009.
2. B.O (FTD) No. 746 /2016(PSI/3764/2015) dated 03/03/2016.
3. BO (FTD) No. 171/2021(PSI/2617/PR/2018) Tvpms dated 26/02/2021.
4. Note No. D (D&IT)/ D6-AE3/ Breakdown Wing/ 2020-21 dated 22/03/2021 of the Director (Distribution, IT & HRM) to the Full Time Directors (Agenda Item No.64/3/21).

ORDER

In order to transform KSEB Ltd. to a customer oriented organization and to facilitate a face-lift in the operation of Electrical Section office, which is one of the major customer interaction points in KSEB Ltd. as per BO read as 1st above sanction was accorded for formation of Model Sections by rearranging the work in the Electrical Sections on a functional basis for more effectiveness. The proposed reorganization of functional responsibilities, Staff strength, duties and responsibilities of staff etc., were also clearly defined in the above order. As per this Model, the personnel in Electrical Sections were rearranged into three functional groups namely Revenue Wing, Maintenance & Capital Work Wing and Breakdown Wing each having different staff pattern and members of each functional group will be subjected to rotation to other groups once in 6 months.

The functions to be attended by the personnel in the Breakdown wing include attending fuse-off calls, switching on/off of streetlights, attending 33 kV/11 kV interruptions, attending night duty (where shift system is not followed), maintaining operations diary/interruption register, availing permit to work, issuing non back-feeding certificate, back-feeding and normalization of supply, duty arrangement of breakdown gang and maintaining all mandatory registers.

In the Long Term Settlement 2016 sanctioned as per BO read as 2nd above, Spread Over Allowance was paid on a monthly basis to all staff in the Breakdown Wing irrespective of the number of Spread Over duties attended.

In the Long Term Settlement 2021 sanctioned as per BO read as 3rd above, Spread Over Allowance will be paid to the following categories of posts in the Breakdown Wing of Electrical Sections as shown below:-

Categories	Revised Rate/Day (Rs)
Lineman Gr. II/ Lineman Gr. I	90/-
Overseer	100/-
Sub-Engineer	130/-

The following were also stated in the Long Term Settlement 2021:

- a) Workmen in the Breakdown Wing of Electrical Section shall only be engaged for Spread Over duty.
- b) **One Sub Engineer, One Overseer and Two Linemen** shall only be engaged for Spread Over duty per day.
- c) **Workmen who are engaged for spread over duty beyond their normal duty hours are only eligible for this allowance.** The details of their engagement for Spread Over duty shall be recorded in the duty register invariably. Spread Over Allowance of workmen from 16th of previous month to 15th of current month will be preferred in the pay bill of the current month as per the details furnished in the duty register regarding their engagement for Spread Over duty.

Field Officers have raised apprehensions with regard to the above modifications in limiting the Spread Over Allowance to only those who are engaged for Spread Over duty. Although most of the Section Offices engage only one Sub Engineer, one Overseer and two Linemen for Spread Over duty, there are some sections with higher consumer strength, larger area of jurisdiction and difficult terrain, where the staff engaged for peak duty is more than that mentioned above. Similarly, in case of exigencies such as natural calamity, local festivals, elections, examinations, Government functions, VVIP visits etc., additional staff from the breakdown wing were suitably deployed to ensure uninterrupted power supply. Since all the staff of Breakdown wing were being paid Spread Over allowance on a monthly basis such deployment of additional staff for peak duty from the breakdown wing did not pose much difficulties in managing breakdowns during peak duty. Capping off the number of staff to be engaged for Peak duty as per LTS 2021, to one Sub Engineer, one Overseer and two Linemen will pose difficulties in managing the power supply issues in Sections with large consumer strength, difficult terrain and large area within time frames fixed by the KSEERC. In order to overcome the supply failures in case of natural calamity, if additional staff are employed by the Section Officer to meet the demand, the claim for Spread Over Allowance to such additional workmen engaged is likely to be denied on the basis of the condition laid down in LTS 2021.

KSEB Ltd. has been taking proactive steps to ensure consumer satisfaction by enabling online facilities for services such as meter/ tariff changing, connected load revising, ownership change etc, in addition to accepting online service connection applications and service @ doorstep to ensure hazard free services. Online classes are being conducted to all school-college students from 1st June 2020 onwards and most customers are being asked to "Work from Home" owing to the restrictions imposed on public

to contain the outbreak of COVID -19 pandemic. Sufficient workmen are to be engaged in peak duty for effectively and promptly resolving breakdown issues, since even short durations of power supply have become intolerable and delay in restoration of power supply attracts consumer dissatisfaction. It is inevitable that sufficient workmen are to be engaged in peak duty for effectively resolving breakdown issues and faster restoration of supply, based on the topography and consumer density.

Hence, the Director (Distribution, IT& HRM) proposed that the concerned Deputy Chief Engineers of Electrical Circles may be authorized to engage Additional Workmen in peak duty based on the consumer strength, difficult terrain, network constraints of the Electrical Section under their jurisdiction for ensuring uninterrupted provide supply. Further, in case of exigencies such as natural calamity, local festivals, elections, examinations, Government functions, VVIP visits etc, additional Workmen for Spread Over duty on the required days may be engaged by the Assistant Engineer of the concerned Electrical Section with the concurrence of Deputy Chief Engineer.

The matter was placed before the Full Time Directors for a decision as per Note read as 4th above.

Having considered the matter in detail, the Full Time Directors in its meeting held on 23/03/2021,

1. Resolved to accord sanction to authorize the Deputy Chief Engineers at Circle level to engage additional Workmen in Spread Over duty based on the consumer strength, difficult terrain, network constraints of the Electrical Section under their jurisdiction for ensuring uninterrupted power supply.
2. Further resolved to entrust the Assistant Engineers of the concerned Electrical Sections to engage additional Workmen for Spread Over duty on the required days with the concurrence of the concerned Deputy Chief Engineer, in case of exigencies such as natural calamity, local festivals and elections, etc., for ensuring uninterrupted power supply.

Orders are issued accordingly.

By Order of the Full Time Directors,
Sd/-
Lekha. G
Company Secretary-in charge.

To: The Chief Engineers (Distribution)
The Deputy Chief Engineers of all Electrical Circles
The Executive Engineers of all Electrical Divisions

Copy to: The Financial Advisor /Chief Internal Auditor/LA&DEO/CVO/CPRO
The TA to Chairman & Managing Director
The TA to Director (Distribution, IT&HRM / Transmission & System Operation, Generation-
Electrical &Supply Chain Management / Generation-Civil/Planning, REES & Safety)
The RCAO/ The RAO/The LLO
The PA to Director (Finance) /CA to Secretary (Administration)/Company Secretary
The Fair Copy Superintendent/ Library/Stock File.

Forwarded / By Order



Assistant Engineer.