



കേരളത്തിന്റെ ഉരുതറപ്പ്



KERALA STATE ELECTRICITY BOARD LTD.

(Incorporated under the Indian Companies Act, 1956)
CIN : U40100KL2011SGC027424

Office of the Chief Engineer (Human Resources Management),
Vydyuthi Bhavanam, Pattom, Thiruvananthapuram, Kerala-695004.
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Abstract

Direction to employees of KSEB Limited seeking relief from various Courts on Service matters - Board Order issued.

CORPORATE OFFICE (HRM)

B.O.(CMD)No.1446/2017(EB7/Gnl./Litigation/3150/2017)

Dated, Thiruvananthapuram, 06.06.2017.

- Read: 1. Note No. EB 7/General/Litigation/2017 dated 16.05.17 of the Chief Engineer (HRM).
2. Decision taken by the Full Time Directors of KSEB Limited on 19.05.2017.

ORDER

It has come to the notice of the KSEB Limited that a few employees are suing KESBL in various Courts of law including the Hon'ble High Court of Kerala, directly on service matters without utilizing the existing administrative avenues and procedures in KSEBL for redressing their grievances on service matters. In some cases, KSEBL is not in a position to defend the case properly and in several instances, the company is faced with embarrassing situation of implementing unfavourable orders and tackling with contempt of Court proceedings. This has often put KSEBL at the risk of huge financial loss and has resulted in undue benefits to some non-deserving employees. Also, KSEBL is forced to spend significant manpower and financial resources towards handling many Court cases.

There are certain statutory avenues in the administrative hierarchial foundations of KSEBL for employees to redress their grievances on Service matters within the company itself. The authority to redress grievances of employees on escalation are as follows.

Category	1 st Level Authority	2 nd Level Authority (Appellate)	3 rd Level Authority (Reviewing)
Electricity Worker	Deputy Chief Engineer of the concerned Circle Office.	Chief Engineer of the concerned Region.	Director (Generation-Civil & HRM)
Lineman to Assistant Executive Engineer	Chief Engineer (HRM)	Director (Generation-Civil & HRM)	Full Time Directors
Junior Assistant/Cashier to Assistant Accounts Officer	Chief Engineer (HRM)	Director (Generation-Civil & HRM)	Full Time Directors
Executive Engineer to Chief Engineer	Director concerned	Chairman & Managing Director	Full Board
Accounts Officer/Financial Officer and above.	Director concerned	Chairman & Managing Director	Full Board

In this context, the Full Time Directors of KSEB Limited analysed the issue in detail and accepted the pattern of escalation shown above for redressal of grievances of employees on Service matters and decided to implement it cohesively in KSEBL to deal with all service related grievances of employees, both workmen and officers of all cadres hereafter.

In view of the above, considering the note of the Chief Engineer (HRM) read as 1st paper above, the following Orders are issued with immediate effect.

- (i) All employees of KSEB Limited, both Workmen and Officers of all cadres, aggrieved on service matters, must have exhausted all opportunities available by approaching various level of authorities (1st level, 2nd level or appellate level and 3rd level or reviewing level) before approaching any judiciary forums.
- (ii) Only those service matters which are not mitigated by the three levels of Authorities on escalation, shall be brought to the consideration of the Court of Law.
- (iii) The action of any employee (both Workmen & Officers) approaching any Court directly on service matters without exercising the options available in the administrative hierarchy and procedures will be viewed seriously as per the existing rules. The Workmen/Officer who approaches the Court directly in the above cases shall be liable to face appropriate disciplinary action as per the Rules in force.

**By Order of the
Chairman and Managing Director
Sd/-
RAJTHILAKAN.M.G
SECRETARY (ADMINISTRATION)**

To

The Chief Engineer (HRM), KSEBL.

Copy to:-

1. All Chief Engineers (Electrical & Civil), KSEBL/All Deputy Chief Engineer (Electrical & Civil).
2. The Financial Advisor/Chief Personal Officer/Chief Internal Auditor, KSEBL.
3. The Legal Advisor & Disciplinary Enquiry Officer.
4. The Chief Vigilance Officer/Deputy Chief Engineer (IT & CR).
5. The Chief Public Relations Officer.
6. The Deputy Secretary (Administration).
7. The TA to Chairman and Managing Director, KSEBL.
8. The TA to Director (Distn. & Safety)/ Director (Trans. & System Opn.)/
Director (Corporate Planning & SCM)/Director (Gen.- Civil & HRM).
9. The PA to Director (Finance).
10. The CA to Secretary (Administration), KSEBL.
11. The Legal Liaison Officer, Kochi.
12. The Senior Standing Counsel, KSEBL, Kochi.
13. All Standing Counsels, KSEBL.
14. The Fair Copy Superintendent /Record Section/Library/Stock file.

Approved for issue


Senior Superintendent