



# KERALA STATE ELECTRICITY BOARD LTD.

Incorporated under the Companies Act, 1956 (No. 1/1956)  
Corporate Identity Number : U40100KL201 1SGC0272424  
Regd. Office : Vidyuthi Bhavanam, Pattom, Thiruvananthapuram - 695 004  
Office of the Chief Engineer (HRM), Vidyuthi Bhavanam, Pattom,  
Thiruvananthapuram.

CE (HRM)/GT 2016/Officers/2016-17

Dated:- 23/06/2016

## MINUTES OF THE MEETING REGARDING GENERAL TRANSFER 2016 OF OFFICERS OF KSEB LTD.

VENUE :- CABIN OF THE CHIEF ENGINEER (HRM) TIME :- 11.00 AM DATE :- 23/06/2016

### Present :-

01. Smt. Jayalettha. A., Chief Engineer (HRM)
02. Sri. Jayakumar. T.K., Administrative Officer, O/o the CE (HRM)
03. Sri. Madhavan Nampoothiri, Senior Supdt. I, Estt. Section
04. Sri. Pradeep Kumar. K.S., Senior Supdt. II, Estt. Section
05. Sri. H. Vilbi John, Senior Asst., Estt. Section
06. Sri. G. Sabu, Senior Asst., Estt. Section
07. Sri. Sylendranadh. C.J., Senior Asst., Estt. Section
08. Smt. Smitha. L.S., Senior Asst., Estt. Section
09. Sri. Abdul Nizar, Senior Asst. Estt. Section
10. Sri. J. Mohammed Siyad, KSEBOA
11. Sri. Shajahan. S., KSEBOA
12. Sri. M.G. Suresh Kumar, KSEBOA
13. Smt. Jasmine Banu. A., KSEBOA
14. Sri. S. Suresh Kumar, KPBOF
15. Sri. Mohammed Shafi, KPBOF
16. Sri. K.S. Sunil, KPBOF
17. Sri. R. Sudhakaran Nair, KPBOF
18. Sri. Bipin Sankar, KSEBEA
19. Sri. G. Shajkumar, KSEBEA
20. Sri. Ananthakrishnan. M.G., KEOF
21. Sri. S. Vijayan, KEOF
22. Sri. Noble Gulab. S.T., KEOF
23. Sri. Sairaj, KEOF
24. Sri. Remmiji. J., KSEBMOA
25. Sri. Balachandran. B., KSEBMOA
26. Sri. Suresh Kumar. S., KSEBMOA
27. Sri. Mathew. T. John, CBEA
28. Sri. Alex Varghese, CBEA

The meeting started at 11.00 AM with the Chief Engineer (HRM) in the chair. She welcomed all the participants to the meeting and thanked them for their participation.

In the very beginning, the Chief Engineer (HRM) informed that the details required for processing of general transfer including seniority list were received from HRIS only on the previous day. Hence changes may occur in the details presented in the meeting including cut off date.

The Chief Engineer also informed that only 37 upgraded places of Asst. Engineers have been regularized. Remaining places also have to be regularized. The general transfer of Asst. Engineers (Ele.) and Asst. Exe. Engineers (Ele.) has to be linked with the regularization aspect.

KSEBEA said that temporary upgradation was done based on the Government Order. They also opined that places of Asst. Engineers (Ele.) may be revived in compliance of the existing Government Order and by doing so, the number of transfer outs of Asst. Engineers (Ele.) can be reduced. Otherwise, the existing Government Order may be amended / modified and the places already revived (37 Nos.) may be converted back to AEE (E) places, so as to create more promotion avenues. They opined that the legal aspect of the issue should also be looked into. They also suggested that General Transfer of AE and AEE may be processed by maintaining a status quo.

KSEBOA opined that considering the career stagnation issue of Asst. Engineers, already revived places of Asst. Engineers (Ele.) should be converted to Asst. Exe. Engineers (Ele.) and upgradation should be done to increase the promotion chances. Promotion is the basic issue rather than transfer. They said that they are against the opinion of reviving the places to reduce the transfer outs of Asst. Engineers (Ele.). Instead, the places of Asst. Exe. Engineers can be filled up by giving temporary promotion to the Asst. Engineers. They suggested that Chief Engineer (HRM) may take up the matter through the Director (HRM) and the decision of the Board can be informed to the Government. Till then the status quo may be maintained. Career stagnation issue in other wings can also be incorporated in the proposal. He also said that it is expected that in this year, General Transfer orders can be released without much anomalies.

KPBOF opined that the majority opinion of the associations can be considered on the above issue.

Considering the opinions of the associations, the Chief Engineer informed that the matter will be taken up with the Board and a suitable decision will be taken to implement general transfer of Asst. Engineers and Asst. Exe. Engineers in this year by maintaining the status quo.

The Chief Engineer (HRM) informed that large number of transfer requests of Senior Supdts. has been received from various districts, especially from Malappuram district and general transfer of Senior Supdts. will be done by providing suitable substitutes for the transferees.

KPBOF opposed the suggestion of fixing general cut off date as 31/8/2015 and 31/08/2014. They said that last year promotion order of Senior Assistants was effected on 26/08/2015. Hence the general cut off date can be fixed as 15/09/2015 and 15/09/2014. Also 31/12/2017 should be taken for retirement protection as was fixed in the last year's general transfer. Considering all the opinions of the associations, the Chief Engineer (HRM) said that the General Cut Off Date can be fixed as follows:-

<b>Above 250 Kms.</b>	-	<b>31/08/2015</b>
<b>Below 250 Kms.</b>	-	<b>31/08/2014</b>
<b>Retirement protection (1 year to retire)</b>	-	<b>31/12/2017</b>
<b>Ladies</b>	-	<b>31/08/2015 (irrespective of distance)</b>

KSEBOA opined that remote generating stations like Moozhiyar, Peringalkuthu, Sholayar, Kakkayam etc. which come under isolated areas should be treated as separate stations. Last year the above policy was applied only in the case of Asst. Engineers (Ele.). The same policy should be made applicable to all the officer categories. Lady officers who are transferred out should be given convenient posting in the joining station, so that they should be enabled to travel daily from home to office. The figures presented in the meeting should be updated and re-worked if found necessary.

KSEBEA opined that seniority list should be published in Board's website irrespective of districts, even if the officer will be transferred out or not. Male officers transferred out to distant stations should be reposted to a place having train accessibility which will be convenient to them.

They also opined that in certain cases like transfer from Angamaly to wayanaad, Anthitta to Shornur etc., the reposting station of the transferee may exceed 100 kms. and remote stations like Mannarkkad in Palakkad district. Such cases should be examined. They also opined that the general transfer applications of some officers have not been received in the office of the Chief Engineer (HRM), even though they had submitted the same in their respective ARUs. Such cases should also be examined and eligibility may be decided.

The Chief Engineer (HRM) assured that such cases can be pointed out by the associations and those will be examined case to case by verifying the distance between the stations. Also the case of non-receipt of transfer applications in time will be looked into. She also assured that re-posting of lady officers will be done after verifying the position of station. The Chief Engineer (HRM) also informed that it is decided to release the general transfer orders of officers before 15<sup>th</sup> of July 2016.

The Chief Engineer (HRM) assured that proper substitutes will be provided against the transferees from generation wing. Also the transferees coming from generation wing will be posted at least to the nearest station to their home station.

### **TRANSFER PROTECTION**

KSEBOA demanded to verify the eligibility of officers who have applied for transfer protection and also to publish the protection list in Board's website. At present the eligibility of transfer protection is decided by the Chief Engineer (HRM) in his/her discretion. If the transfer protection requests are published, then everybody will be aware of the protection requests and they will be able to point out complaints if any in the protection requests. They also opined that a committee consisting of CE (HRM), Dy. CE (HRM-I) and the Administrative Officer can be formed for verifying the genuineness of transfer protection requests.

KPBOF opined that illness of parents should also be considered for transfer protection. The CE(HRM) assured that the same will be examined case by case.

KSEBMOA opined that protection requests should be published in the website before releasing transfer order and the reason for protection should also be published and also the reason for considering and not considering the protection requests should be also be published.

Considering the opinions of all the associations, it is decided that the names of officers who have applied for transfer protection will be published in Board's official website. A committee consisting of CE (HRM), Dy. CE(HRM-I) and Administrative Officer will verify the protection requests and they will decide the eligibility for transfer protection.

#### **a. Administrative Protection**

KPBOF opined that administrative protection need not be entertained.

KSEBOA opined that a clear norm should be applied for administrative protection. The validity of the previous Board Orders regarding administrative protection to the employees in a particular section has been expired. Administrative protection requests should be verified case by case and those which are found genuine can be considered. Cases having objections can be brought to the notice of the Board. Administrative protection requests without sufficient genuine reasons need not be considered.

The Chief Engineer requested the associations to furnish their opinions regarding administrative protection to the CE (HRM). The Chief Engineer said that a note in this regard can be given to the Board incorporating the opinions of the associations.

**b. Medical Protection**

Medical protection requests will be considered according to existing guidelines. All medical certificates of cancer treatment will be considered as genuine.

**DECISIONS TAKEN IN GENERAL**

01. The matter of regularization of temporarily upgraded Asst. Exe. Engineers (Ele.) can be taken up with Board.
02. It is decided to implement general transfer of Asst. Engineers and Asst. Exe. Engineers in this year by maintaining status quo.
03. The names of officers who have applied for transfer protection including medical protection will be published in Board's official website.
04. A committee consisting of Chief Engineer (HRM), Dy. CE (HRM-I) and Administrative Officer will verify the protection requests and the eligibility will be decided by the committee.
05. Regarding administrative protection, a note can be given to the Board incorporating the opinions of the associations on the subject matter.

The concerned Senior Assistants presented the details of general transfer in each category of officers in the meeting as follows:-

1. **ASST. ENGINEER (ELE.)** - The figures are worked out without verifying the protection cases.

KPBOF and KEOF opined that so many Asst. Engineers are working on contract basis in transmission wing and the permanent Asst. Engineers having 3 or more years of station seniority are being transferred out. This is not fair and the matter should be examined.

KEOF opined that promotions to the cadre of Asst. Engineer and Asst. Exe. Engineer should be done. KPBOF opined that sufficient number of substitutes should be provided against the transferees by effecting promotions against existing vacancies.

The Chief Engineer (HRM) assured that steps will be taken to effect promotion in all categories immediately after General Transfer. The matter had been taken up with the Board and waiting for sanction from Board. The Chief Engineer also informed that vacancies of Asst. Engineers (Ele.) has been reported to PSC and the vacancies in northern districts can be filled up by new recruits.

District	Eligible requests in	Eligible requests out	Vacancy	Transfer out	Cut off date	Remarks
Trivandrum	53	3	1 (in trans. wing)	49 (30 female and 19 male)	30/04/2013	Ladies to Kottayam and Pathanamthitta
Kollam	29	7	7	15	31/03/2013	6 female and 9 male
Pathanamthitta	12	18	9			
Alappuzha	13	6	3	4	31/10/2012	2 ladies and 2 male
Kottayam	5	4	15			
Idukki	8	18	25			
Ernakulam	42	14	23	5	28/02/2011	Ladies 2 and male 3
Thrissur	21	9	7	5	31/08/2009	Ladies 2 and 3 male
Palakkad	6	27	24			
Malappuram	4	38	23			
Kozhikode	5	24	23			
Wayanad	1	4	6			
Kannur	3	19	30			
Kasargod	1	12	13			

## 2. ASST. ENGINEER (CIVIL)

Total eligible requests in - 8

District	Eligible requests in	Eligible requests out	Vacancy	Transfer out	Cut off date	Remarks
Kollam	1			1	30/09/2012	
Alappuzha	1	1				
Kottayam	2	1		1	31/10/2012	
Ernakulam	2	2				
Idukki	0	3				
Thrissur	2	0		2	31/03/2007	

**3. ASST. EXE. ENGINEER (ELE.)**

District	Eligible requests in	Eligible requests out	Vacancy	Transfer out	Cut off date	Remarks
Trivandrum	6	6	5			
Kollam	10	2	3	5	30/6/2013	
Pathanamthitta	3	4	9			
Alappuzha	5	1	2	2	30/6/2013	
Kottayam	3	4	6			
Idukki	4	9	14			
Ernakulam	11	7	12			
Thrissur	4	1	13			
Palakkad	1	2	3			
Malappuram	1	5	14			
Kozhikode	0	3	7			
Wayanad	0	2	4			
Kannur	0	0	14			
Kasargod	0	1	5			

**4. ASST. EXE. ENGINEER (CIVIL)**

District	Eligible requests in	Eligible requests out	Vacancy	Transfer out	Cut off date	Remarks
Kollam	1					Cannot be considered since nobody having 3 years of station seniority is working at Kollam for transferring out
Alappuzha	1					-do-
Pathanamthitta	0	1				
Ernakulam	2	0		2	31/8/2012	
Idukki	0	4				
Thrissur	5					If general transfer of AEE © is ordered after July 2016 then 2 requests in can be considered, otherwise only one can be considered
Kozhikode	0	4				

**5. SENIOR SUPDT.**

District	Eligible requests in	Eligible requests out	Vacancy	Transfer out	Cut off date	Remarks
Trivandrum	19	1	12	6 (may be changed to 8)		?
Kollam	14	7	7			No transfer out
Pathanamthitta	3	7	7			No transfer out
Alappuzha	6	2	5			No transfer out
Kottayam	12	5	4	3	01/11/2010	
Idukki	3	4	6			No transfer out
Ernakulam	11	10	8			No transfer out
Thrissur	6	5	6			No transfer out
Palakkad	4	4	15			No transfer out
Malappuram	1	18	45			No transfer out
Kozhikode	5	8	15			No transfer out
Wayanad	0	2	7			No transfer out
Kannur	0	4	27			No transfer out
Kasargod	0	2	13			No transfer out

**6. ASST. ACCOUNTS OFFICER**

District	Eligible requests in	Eligible requests out	Vacancy	Transfer out	Cut off date	Remarks
Trivandrum	4	0	4			No transfer out
Kollam	2	0	2			No transfer out
Pathanamthitta	3	1	0	2		
Alappuzha	1	1	1			No transfer out
Kottayam	1	0	1			No transfer out
Thrissur	1	2	1			No transfer out
Malappuram	0	3	1			No transfer out
Kozhikode	0	1	0			No transfer out
Kannur	0	2	2			No transfer out
Kasargod	0	1	0			No transfer out

7. **DIVISIONAL ACCOUNTANT**

**TRIVANDRUM**

Eligible requests from Kottayam to Ernakulam - 1

Eligible requests from Trivandrum to Thrissur - 1

Both will be considered subject to the availability of vacancy in the requested place of posting if any.

Vacancy - Kottayam - 1, Ernakulam - 1, Trivandrum - 1, Thrissur - 1

8. **ASST. FINANCE OFFICER**

Two requests have been received. Both are not eligible and hence cannot be considered.

Vacancy - Kottayam - 1

9. **SENIOR CONFIDENTIAL ASST.**

Total requests - 3

Eligible requests - 1 (from Shornur to Malappuram - will be considered)

KPBOF pointed out that recently one Senior Confidential Asst. was transferred from Ernakulam to the office of the Chief Engineer, Kannur region. The same should be re-considered. They opined that when vacancy arises at Shornur after considering the general transfer request from Shornur to Malappuram, the lady SCA transferred to Kannur region should be given posting at Shornur and the senior most SCA at Kozhikode or Kannur can be posted to Kannur region. The transfer of Asst. Exe. Engineer (Ele.) from Ernakulam to Kannur may also be reviewed as there are vacancies of AEE (E) at Ernakulam on transfer out of AEEs from Ernakulam during the General Transfer.

The Chief Engineer informed that the transfer from Ernakulam to Kannur was ordered as per the direction of the Board and the possibility of the change suggested by KPBOF will be looked into.

  
**CHIEF ENGINEER (HRM)**  
