



## 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.

No. CE(HRM)/GT 2016/SA-SOR/2016

22/06/2016

**MINUTES OF THE MEETING HELD IN THE CABIN OF THE CHIEF ENGINEER (HRM), VYDYUTHI BHAVANAM, THIRUVANANTHAPURAM WITH REPRESENTATIVES OF RECOGNIZED TRADE UNIONS TO DISCUSS ON THE NORM TO BE FIXED FOR POSTING OF SENIOR ASSISTANTS IN THE OFFICE OF THE SPECIAL OFFICER (REVENUE), AT 11.00 AM ON 22/06/2016**

The meeting started at 11.00 am with the Chief Engineer (HRM) in the chair. She presided over the meeting and welcomed all the participants.

As an introduction, the Chief Engineer (HRM) informed that the meeting has been called for to fix the norm for posting of Senior Assistants in the office of the Special Officer (Revenue) so as to enable them to relieve from SOR and also to consider the requests of Senior Assistants working in the office of the SOR. The Chief Engineer (HRM) sought for the opinions of the recognized trade unions in this regard.

**KSEBWA (CITU)** opined that about 20 places of Senior Assistants are being kept vacant in the SOR wing. If seniors are posted in SOR wing, then they may suffer if they are again transferred from SOR within 40 Kms. as a part of General Transfer. **Hence KSEBWA opined that the junior most (station seniority) Senior Assistants in Vidyuthi Bhavanam who are Trivandrum natives and below 50 years of age can be posted in the office of the SOR.** Juniors will be able to study the works in the SOR wing easily. About 10 numbers of Senior Assistants working in SOR have been under orders of transfer since last year, who are not able to relieve from there due to lack of substitutes. Some Senior Assistants working in the office of CIA, EBVS section, office of FA etc., who are under orders of transfer to SOR wing are also continuing there as per the direction of their Head of Office. **The requests of Senior Assistants from SOR wing, who have completed two years of service in SOR on 31/5/2016 should be considered irrespective of trade unions and they should be enabled to relieve from SOR wing by posting substitutes.** The Senior Assistants who join in Vidyuthi Bhavanam in General Transfer can be posted as substitutes to the relieved places. Strict norm should be followed irrespective of trade unions.

**KEWF (AITUC)** opined that they still stick on their stand they had taken in the previous year's General Transfer and internal shuffling. **Junior most Senior Assistants in Vidyuthi Bhavanam and Senior Assistants who are juniors in age can be posted in the office of the SOR so as to enable them to work in the section for at least two years. Also those who were worked earlier in SOR wing should not be posted again in SOR wing. Senior Assistants who join in Vidyuthi**

**Bhavanam on promotion can also be posted in the office of the SOR.** SOR wing has become functional now. Suitable number of substitutes should be posted in SOR Wing so as to enable the transferees to relieve from there.

**UDEEF** strongly opposed the opinions of KSEBWA and KEWF. They said that there is no need calling for such a meeting. Such a precedence was not there in the history of KSEB Ltd. Office of CIA, Law section etc. are also sensitive sections like SOR wing and manpower shortage exists in these offices also. **UDEEF opined that the precedence of posting senior most lady Senior Assistants in the SOR wing and senior most male Senior Assistants in the office of the CIA should be adopted. Out of Trivandrum natives, above 50 years in age, severe medical cases etc. can be exempted from posting in SOR wing. Also Senior Assistants who had worked earlier in SOR wing can also be exempted.** Experienced hands should be posted in SOR wing. The norm of posting of juniors in a particular office is adopted only in the case of deployment. A decision to extend the date of internal transfer requests upto 30<sup>th</sup> June 2016 was taken in the previous meeting. The requests to SOR wing can be considered now. Sufficient number of Senior Assistants required for Establishment section only can be posted in SOR wing according to seniority by conducting internal shuffling. The opinion of the other two trade unions to post junior most candidates in SOR wing is against the norm and precedence. **Senior Assistants who join in Vydyuthi Bhavanam on promotion should not be posted in SOR wing. List of senior most Senior Assistants in Vydyuthi Bhavanam who have completed 5 years or more of station seniority can be taken and the junior most among them can be posted to SOR wing.** No any complaints or anomalies were pointed out in the previous years' internal transfers.

From the different opinions raised from the trade unions, it is decided to accept the opinion of the majority and hence the following decision is taken.

**In order to relieve the Senior Assistants who are under orders of transfer from SOR Wing and also to consider the requests of Senior Assistants from SOR wing, the junior most Senior Assistants in Vydyuthi Bhavanam who are below 50 years of age can be posted as substitutes in the office of SOR. Kollam natives, active sports personnel and Senior Assistants working in Customer Care Centre will be exempted from posting in SOR wing. Senior Assistants who have rendered their service in SOR wing earlier will not be posted again in SOR wing. Requests out of Senior Assistants from SOR wing, who have completed two years of service in SOR wing on 31/5/2016 will be considered.**

The meeting came to an end at 12.00 Noon.

  
**CHIEF ENGINEER (HRM)**