

# KERALA ELECTRICITY EMPLOYEES' CONFEDERATION INTUC



(Reg.No. 01-14/87- Aff. 10485)

V.P. MARAKKAR SMARAKA MANDIRAM

AMBUJAVILASOM ROAD, THIRUVANANTHAPURAM - 695 001

Phone: 0471-2471087, Fax: 0471-2471087

Email: keecintuchq@gmail.com, Web: www.intuckeeec.com



**PRESIDENT**

K.P. DHANAPALAN Ex.M.P

**GENERAL SECRETARY**

SIBYKUTTY FRANCIS

**TREASURER**

V. GOPAKUMAR

KEEC/INT/2014

Thiruvananthapuram

16.12.2014

To

The Chairman & Managing Director  
Kerala State Electricity Board Limited  
Vaidyuthi Bhavan, Pattom  
Thiruvananthapuram

Sir,

Sub: Application of Special disability Act 1995 to the employees of KSEB Ltd- Special disability leave for entire period.

Ref: Special Disability Act 1995

The workmen who are working in field are facing many risk factors. Recent statistics reveals that the rate of death and injury are much more than the period after the implementation of the new system change" model section". The workmen who met with a major accident will need long duration for curing and rejoining in duty. At present Board provides special disability for a period of 2 years with full salary for the first four months and half pay, salary for the remaining period and after the expiry of the sanctioned period there is no provision to further extension but in certain cases, Board accords special sanction for the extension.

KSEB Ltd and workmen in board are under the purview of special disability Act 1995, employees compensation act, Industrial Dispute Act etc., as per section 47 of special disability act 1995, Chapter VIII – Non discrimination.

1. No establishment shall dispense with, or reduce in rank, an employee who acquires a disability during his service.

Provided that, if an employee, after acquiring disability is not suitable for the post he was holding, could be shifted to some other post with the same pay scale and service benefits:

Provided further that if it is not possible to adjust the employee against any post, he may be kept on a supernumerary post until a suitable post is available or he attains the age of superannuation, whichever is earlier.

2. No promotion shall be denied to a person merely on the ground of his disability:

Provided that the appropriate Government may, having regard to the type of work carried on in any establishment, by notification and subject to such conditions, if any, as may be specified in such notification, exempt any establishment from the provisions of this section.

As the injury happened is arise in and out of course of employment, it is the duty of the employer to maintain the employee in all aspects. At present Board offers compassionate appointment to the near of the workmen. In most of the cases there would be chances for recovery and four or five years. It is humanitarian genuine and just, even laymen, daily wages employees are getting financial and other protection from his employer. As per provision of the Act all employees who become disabled in the service period is eligible the above benefits. In this connection it is requested to issue suitable Board orders regarding the application of the clause 1 Para 2. So that the injury employee will become eligible for leave with full salary until his recovery from the injury.

Yours faithfully,



General Secretary