



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Indian Companies Act, 1956)

Reg. Office: Vidyuthi Bhavanam, Pattom, Thiruvananthapuram - 695 004, Kerala.

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ABSTRACT

Establishment – Recruitment/promotion to the cadre of Sub Engineer (Ele.) – Qualifications & Method of appointment – Modification – Orders issued.

Corporate Office (Administration)

B.O. (FTD) No. 834/2017 (Estt. II/2089/2017)

Dated, Thiruvananthapuram 30.03.2017

- Ref:
1. B.O. No. M.IV.3600/67 dated 28.12.1967.
 2. B.O. No. EC.IV-1703/71 dated 01.11.1971.
 3. B.O. No. RL.I-3526/72(2) dated 18.04.1975.
 4. B.O. No. AR.III.36591/78 dated 23.01.1981.
 5. B.O. (FB) No. 2020/2010 (Estt.II/1143/2007) dated 02.08.2010.
 6. Note No. EB2/SE(E)/Qualification/2016 dated 25.03.2017 of the Chief Engineer (HRM).
 7. Note No. EB2/SE(E)/Qualification/2016 dated 27.03.2017 of the Chief Engineer (HRM).

ORDER

The recruitments/promotions to the cadre of I Grade Overseer (Ele.) in KSEB Limited are governed by the Board Orders read 1st to 4th papers above. The post of I Grade Overseer (Ele) was later re-designated as Sub Engineer (Ele). The qualifications and method of appointment prescribed in the aforesaid Board Orders were modified many times, either by amending or deleting the clauses in the Board Orders after consultation with Kerala Public Service Commission. The last amendment was made in the method of appointment/qualifications as per B.O. read 4th paper above in compliance with the provisions of the Long Term Settlement dated 25.11.1978 with the recognised Trade Unions, as per the approval given by the Government.

As per B.O. read 5th paper above, a decision was taken earlier that the vacancies arising against the 60% quota for promotion to the post of Sub-Engineer (Ele). from the date of modified Settlement, i.e. 04.01.2010, would be apportioned between the Meter Readers and Overseers having general and technical qualifications with experience prescribed for promotion to the post of Sub Engineer (Ele) in KSE Board as detailed below:

50% - From among qualified Meter Readers with 5 years experience.

10% - From among qualified Overseers (Ele.) with 5 years experience.

Subsequently in the Long Term Settlement dated 28.02.2011 [Article VII (1) of LTS dated 28.02.2011] it was decided that the quota earmarked for promotion of qualified Overseers (Ele.) to the cadre of Sub Engineer (Ele.) would be enhanced from the existing 10% to 20% with effect from 01.04.2011. The quota earmarked for Meter Readers will be reduced from 50% to 40%.

Many issues with regard to changes to be made in the existing qualifications of Sub Engineer (Ele.) were brought to the attention of the Board. Certain employees have also filed various Writ Petitions before the Honourable High Court of Kerala challenging the qualifications prescribed in the Board Orders. Modification in the existing method of appointment and qualifications of Sub Engineer (Ele.) is also necessitated, especially in view of Central Electricity Authority (Measures relating to Safety and Electric Supply) Regulations,

2010 notified by the Government of India. Recently certain orders were issued by the Honourable High Court of Kerala in the matter of technical qualifications prescribed in the 60% promotion quota earmarked for Meter Readers/Overseers (Ele.). The vacancies in the promotion quota could not be filled up due to lack of clarity in the technical qualifications now possessed by many employees in the lower categories. Even though many employees possess certificate issued by the National Council for Vocational Training (NCVT) in Electrician/Wireman, they could not be considered for promotion since such a qualification was not included in the Board Orders issued in this matter.

In order to mitigate the above particular issue, a detailed note was submitted to the Full Time Directors by the Chief Engineer (HRM) as per Note read 6th paper above. to include certain technical qualifications in the 60% promotion quota along with the technical qualifications now prescribed in the B.O read 4th paper above. In the said note the Chief Engineer (HRM) has pointed out that the technical qualifications prescribed as item No. (ii) in the Board Order dated 23.01.1981 need to be modified with by adding the qualification "*Certificate from National Council for Vocational Training (NCVT) (both Regular and Private) in Electrician/Wireman/Electronics with 5 years service in the feeder category OR Diploma in Electrical/Electronics and Communications with 5 years service in the feeder category.*"

Having examined the matter in detail, the Full Time Directors meeting held on 25.03.2017 decided to partially modify the B.O. dated 23.01.1981 prescribing the method of appointment and qualifications of Sub Engineer (Ele.). by including the following technical qualifications also for promotion to the cadre of Sub Engineer (Ele.) in 60% promotion quota earmarked for Meter Readers (40%) and Overseers (Ele.) (20%) in the Annexure to the Board Order AR III.36591/78 dated 23.01.1981 without affecting any other provisions in the Board Orders read 1st to 4th papers above.

"Certificate from National Council for Vocational Training (NCVT) (both Regular and Private) in Electrician/Wireman/Electronics with 5 years service in the feeder category or Diploma in Electrical/Electronics and Communication with 5 years service in the feeder category."

The above modification will take effect from 25.03.2017 only. The Board Order read 4th paper above stands modified to that extent.

* Orders are issued accordingly.

By Order of the Full Time Directors.
Sd/-
Rajthilakan M.G
Secretary (Administration)

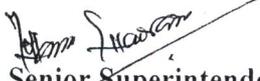
To

The Chief Engineer (HRM).

Copy to:

1. All Chief Engineers.
2. The Chief Personnel Officer.
3. The Financial Advisor / Chief Internal Auditor.
4. The Deputy Chief Engineer (IT).
5. The T.A to the Chairman & Managing Director / Director (DS & Gen.-Ele.)/ Director (T & SO) /Director (Gen. Civil & HRM)/Director (CP & SCM).
6. The P.A to the Director (Finance).
7. The C.A to the Secretary (Administration).
8. The Fair Copy Superintendent, O/o the Secretary.

Forwarded / By Order


Senior Superintendent
