



# 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

Granting of time-bound higher grade promotion – Counting of War/Military Service – Sanctioned – Orders issued.

## CORPORATE OFFICE (PERSONNEL)

B O (FTD) No. 884/2018 (PS-I/GI./Military Service/2016) Dated, Thiruvananthapuram, 07.04.2018

- Read: 1. G O (P) No. 408/2015/Fin dated 14.09.2015  
2. B O (FTD) No. 532/2018 (LAS-III/4801/2017) dated 27.02.2018  
3. Government letter No. 621611/PU-A2/2017/Fin dated 14.03.2018

## ORDER

In compliance of the Judgement of the Hon'ble Supreme Court of India, the Government of Kerala issued orders vide Government Order read above wherein, it has been ordered that “ex-service men who were under war/military service and got appointment in the state civil services are eligible to get the benefit of first time-bound higher grade by counting their war/military service without refunding their mustering out benefits”.

In KSEB Limited, reckoning of war/military service for granting time-bound higher grade is regulated by Board Orders issued from time to time. As per orders now in force in KSEB Limited, war/military service is reckoned for granting 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> higher grades.

The matter of adoption of the Government Order read above came up for consideration with the Board. Since the said Government Order was silent about granting of the 2<sup>nd</sup> and 3<sup>rd</sup> time bound higher grades, it was decided to obtain a clarification from the Government on the issue. While so, certain employees, being beneficiaries of the provisions of the Government Order, approached the Hon'ble High Court of Kerala and filed WP (C) No. 20256/2017. Upon this, the Hon'ble High Court directed the Board to consider the admissibility of the 1<sup>st</sup> time-bound higher grade. After examining the matter the Board issued order read 2<sup>nd</sup> above for adopting the Government Order read above.

Later, the Government vide their letter read 3<sup>rd</sup> above clarified that the employees of KSEB Limited, which is a Public Sector Undertaking, are not eligible for the benefits contemplated in the Government Order dated 14.09.2015 and extending the benefits of the said Government Order to the employees of KSEBL is irregular.

Since the Government have clarified vide their letter read 3<sup>st</sup> above that the said order is applicable only to employees in state Government service and adoption of the Government Order dated 14.09.2015 in KSEB Limited is irregular, the matter was taken up with the Full Time Directors. Having considered the matter in detail the Board is pleased to order not to adopt G O (P) No. 408/2015/Fin dated 14.09.2015 and to cancel B O (FTD) No. 532/2018 (LAS-III/4801/2017) dated 27.02.2018. It is further ordered that the present system of granting time-bound higher grade will continue until further orders.

By Order of the Full Time Directors

Sd/-

**P G UNNIKRISHNAN**  
**SECRETARY (ADMINISTRATION)**

To

The Chief Engineer (HRM)

Copy to:-

1. The Financial Adviser/The Chief Internal Auditor
2. The Chief Engineer (IT)
3. The TA to Chairman & Managing Director/The PA to Director (Finance)
4. The TA to Director (Trans. & System Operation)/Director (Gen. Civil & HRM)
5. The TA to Director (Dist.& IT)/Director (Corporate Planning, Gen-Ele.,SCM & Safety)
6. Senior CA to Secretary (Administration)
7. The Chief Personnel Officer/The Chief Public Relations Officer
8. The Company Secretary-in charge/The Deputy Secretary (Administration)
9. The Regional Audit Officer
10. The Fair Copy Superintendent/Records section/Stock File

Approved for issue



Senior Superintendent