

# **KERALA STATE ELECTRICITY BOARD LTD.**

Office of The Chief Engineer (Human Resources Management)

No.CE (HRM)/GENERAL TRANSFER

2015-SE©//2014-15

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Dated :19/08/2015

## **MINUTES OF THE MEETING REGARDING GENERAL TRANSFER 2015 OF SUB ENGINEER (CIVIL) OF KSEB LTD.**

**VENUE :- CABIN OF THE CHIEF ENGINEER (HRM) TIME :- 10.30 AM DATE :- 19/08/2015**

The meeting started at 10.30 AM with the Director (Gen. & HRM) in the chair. The Deputy Chief Engineer (HRM-I) welcomed all the participants to the meeting.

In the very beginning, KSEBWA said that according to the existing Act, the maximum number of trade union protection is 100 in an industry. But it was heard that a list of 140 employees has been published as trade union protection list. They said that the matter should be verified and a decision should be taken. The allowable number of protection allocated to KSEBWA is 65, but they usually enjoy the benefit of trade union protection to only 45 candidates. Trade union protection should be fixed to 100. A fixed number of 100 or 1% of the total number of employees, whichever is less, it should be taken for deciding protection list. The precedence of limiting the number of trade union protection to 100 after conducting discussions by a committee including the Chairman and the Chief Engineer (HRM), should be followed. A clear cut criterion should be followed for deciding union protection. Board has given recognition only to the commonly registered trade unions and Board has not recognized category trade unions.

KEEC opined that the percentages fixed for transfer protection to each trade union can be adopted. The matter of trade union protection can be examined and decided by the Director (HRM). As per rule, trade union protection is applicable to recognized trade unions only and it has been fixed as 100. But the time period for recognition has been expired. Hence all the trade unions deserve equal importance and trade union protection should be given to all the employees in the protection list furnished by all the trade unions.

KEEC also pointed out that a particular trade union has given their protection list in a new letterhead which was not given in the last year. They requested the Director (HRM) to examine the case and take appropriate decision.

KEESO opined that a certain criteria should definitely be followed while finalizing the trade union protection list. The agreement on trade union protection is valid only upto 2006 and that agreement have no relevance now. The referendum which decides the protection should be conducted at the earliest. Eligibility of trade union protection is decided by trade unions rather than management. The trade unions approved by the management only should be considered. They also said that the scarcity of employees in northern areas should be rectified. ARUs can be given the administrative power to engage employees on temporary basis. Reposting of transferees should be done through online. By doing so, the gap between relieving time and joining time can be removed.

KSEWF opined that they do not support the proposal of making changes in the percentage ratios allotted to trade unions for transfer protection.

All the trade unions unanimously opined that general transfer orders should be released as early as possible, before 01/09/2015.

KSEBWA also said that the medical ground protection list and trade union protection list should be published in Board's official website without any pitfalls. Psychic disorder of close dependants (parents, brother, unmarried sister etc.) of an employee should be considered for transfer protection.

Considering the opinions of trade unions, it is decided that the existing precedence regarding trade union protection can be followed and the number of trade union protection can be limited to 100 according to the percentage allocated to each trade union. It is also decided that illness of parents and psychic disorder of close relatives like brother, unmarried sister, wife or husband etc. can be considered for transfer protection. Part time B. Tech and diploma course can also be considered for transfer protection.

#### SUB ENGINEER (CIVIL)

Sanctioned strength	-	471
Working strength	-	451
Total requests	-	115
Eligible requests	-	55

District is taken for station seniority.

#### TRIVANDRUM

Sanctioned strength	-	26
Working strength	-	42 + 1 (on working arrangement)
Surplus	-	16
Total requests in	-	27
Eligible requests in	-	25

KSEBWA enquired about the reason for posting one candidate on working arrangement at Trivandrum. They said that those who were transferred out from Trivandrum before 2007 by virtue of seniority have not yet been given return transfer to their home district. In this context, it is not fair to engage a person who was transferred out from Trivandrum in 2013 only, ignoring the grievances of all other incumbents. The present working place of the particular person is shown as Trivandrum in HRIS instead of his lien office. Working arrangements and mutual transfers are not accepted in KSEB. It is not fair to entertain working arrangement when so many employees including ladies have been working in project areas for so many years. A clear criteria should be followed. All the working arrangement should be cancelled and requests of eligible candidates should be considered against those places. Most of the employees are working in isolated areas. Their grievance should be considered. All eligible requests should be considered irrespective of sanctioned strength. Construction works are lively going on in transmission wing. The need of Civil Sub Engineers is necessary in these areas. Fresh recruitment of civil Sub Engineers should be done. Scarcity of Assistant Engineers (Civil) is high rather than Civil Sub Engineers. If it is not possible to give promotion to the post of Asst. Engineer (Civil), due to the presence of a dispute in Hon'ble High Court, a temporary promotion can be given and by doing so, the issues in the four districts can be tackled. Places of Asst. Engineers (Civil) are lying vacant and so many ongoing works are there in field offices.

KEEC said that the working arrangement was sanctioned by the then Board Member.

Concerned Senior Assistant informed that the incumbent was transferred out from Trivandrum in 2013 and the working arrangement was given according to the direction of the then Board Member as a part of administration.

The Director (HRM) assured that the matter of surplus will be examined and reviewed. He also informed that there is no sufficient number of Sub Engineers in almost all the ongoing project areas. He also said that the 16 persons working at surplus can be sent back to their original working places and eligible requests can be considered against their places.

KEEC opined that it should be examined whether any live works are going on in the offices and the persons working in those places where no ongoing works are there only can be sent back.

It was decided to send back all the exchangeable persons from the 16 incumbents working at surplus at Trivandrum to their lien offices.

There are 13 incumbents at Trivandrum having completed 3 years of station seniority. Among these 13 persons, a total of 12 persons are having various kinds of transfer protection. Two retirement places also exist. The two retirement places and one seniority place will be filled up by considering the requests of three eligible requests against them according to seniority. When considering the in requests, first preference will be given to those who were accommodated in outer stations in last year's General Transfer and they will be posted to their requested places itself.

Transfer out	-	3 (Will be posted against the transferred places)
Cut off date	-	31/3/2012

#### **KOLLAM**

Sanctioned strength	-	7
Working strength	-	15
Surplus	-	8
Total requests in	-	15
Eligible requests in	-	14

There are only four incumbents having completed three years of station seniority. Among these, two places can be adjusted by deployment due to the abolition of Account Closing Unit, Kottarakkara. Besides, two candidates are having transfer protection. Hence all the in requests cannot be considered. The Director said that the issue at Kollam can also be reviewed as decided for Trivandrum.

KSEBWA pointed out the name of one lady Civil Sub Engineer who is a native of Kollam, but was accommodated at Civil Division, Vidyuthi Bhavanam, Trivandrum last year. She has requested to Kollam in this year. They opined that since already there is surplus at Kollam, her request to Kollam can be considered.

The Director informed that the matter will be looked into and a decision will be taken after checking the status of live construction works.

Transfer out	-	2
Cut off date	-	31/3/2012

### ALAPPUZHA

Sanctioned strength	-	6
Working strength	-	6
Total requests in	-	7
Eligible requests in	-	4

There are four candidates having completed three years of station seniority and among them, one candidate is having transfer protection. Senior most three in requests will be considered.

Transfer out	-	3
Cut off date	-	31/10/2011

KSEBWA pointed out the name of one candidate working at Alappuzha. They informed that the incumbent is likely to be included in the transfer out list, but he is enjoying the transfer protection in this year also. He has been working at Alappuzha since 2009. Last year this person was posted at Harippad. They also pointed out the name of a lady who is a native of Harippad and was accommodated at Kottayam from Thottiyar HEP in last year. They opined that the lady who is Harippad native and was accommodated at Kottayam should be given transfer to Harippad by transferring out the male candidate.

### PATHANAMTHITTA

Sanctioned strength	-	58
Working strength	-	52
Vacancy	-	6
Total requests in	-	6 (All of them are not Pathanamthitta natives)
Eligible requests in	-	0

If the incumbents requested to Trivandrum and Kollam have opted Pathanamthitta as second choice, then those requests can be considered to Pathanamthitta according to seniority. No transfer out at Pathanamthitta.

### KOTTAYAM

Sanctioned strength	-	24
Working strength	-	30
Surplus	-	6
Total requests in	-	9 (Two of them are Kottayam natives)
Eligible requests in	-	2

There are 8 candidates having completed three years of station seniority. At Pathanamthitta, most of the offices are in rural areas and field works are more. But at Kottayam, the employee can be worked in office place only. Hence Pathanamthitta and Kottayam can be treated in two separate ways. Two senior most candidates can be posted to Generation Circle, Moozhiyar and two requests can be considered to office places at Pathanamthitta. All the 8 candidates having completed three years of station seniority will be transferred out and the in requests to Trivandrum and Kollam will be accommodated at Kottayam according to seniority. Cut off date at Kottayam will be 31/3/2012 and the candidates will be transferred out to Idukki.

KEEC opined that the candidates not having any project service can be transferred out to project areas. When transferring out the surplus staff, it should be done according to seniority.

**ERNAKULAM**

Sanctioned strength	-	43
Working strength	-	53
Surplus	-	10
Total requests in	-	18
Eligible requests in	-	7

There are 10 incumbents having completed three years of station seniority and among them, three candidates are having transfer protection. All eligible requests to Ernakulam will be considered.

Transfer out	-	17
Cut off date	-	31/3/

**THRISSUR**

Sanctioned strength	-	50
Working strength	-	53
Surplus	-	3
Total requests in	-	6
Eligible requests in	-	3

All the eligible requests will be considered.

Transfer out	-	6
Cut off date	-	31/12/2007

KSEBWA pointed out the name of Sri. Joby Johnson, who is a native of Thrissur and is working at Idamalayar as per a Board Order and who is eligible for posting at Thrissur in this year.

**PALAKKAD**

Sanctioned strength	-	8
Working strength	-	15
Surplus	-	7
Total requests in	-	7
Eligible requests in	-	1

There are 12 persons having completed three years of station seniority. The one eligible request will be considered by transferring out one senior most candidate. Surplus adjustment will be reviewed later.

**KOZHIKODE**

Sanctioned strength	-	108
Working strength	-	66
Vacancy	-	42
Total requests in	-	7
Eligible requests in	-	1

The one eligible request will be considered. No transfer out at Kozhikode.

**MALAPPURAM**

Sanctioned strength	-	13
Working strength	-	13
Eligible requests in	-	1
Transfer out	-	1

No transfer out in all other districts.

The requests from places where there is a surplus strength to vacant places will be considered irrespective of their eligibility. Transfer outs to all the places except Trivandrum will be posted as substitutes against the transferred places.

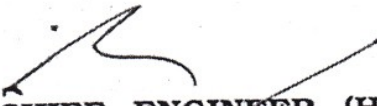
All the trade unions unanimously requested to release all the general transfer orders before Onam festival. KSEBWA opined that a specific norm or criteria should be taken for internal shuffling in Vidyuthi Bhavanam, after conducting discussion with trade unions. They also opined that internal shuffling in field offices should be done before General Transfer and a direction in this regard should be given to field offices.

KEWF opined that the persons who are promoted from Cashiers to Senior Assistants should be posted at heavy or complicated seats like SO (R) instead of posting Senior Assistants who are seniors in age and service.

KSEBWA said that in the case of district wise recruitment, in the districts where there are two circles under one district, certain employees may not be posted to their home circle due to non-availability of vacancy in their home circles. Their requests to their home circles should be considered by the Chief Engineer (HRM).

The trade unions agreed to furnish their suggestions and feedback regarding the System Requirement Specification prepared for developing software for online transfer.

The Director (HRM) assured that transfer orders can be released before Onam festival. Medical protection list and Trade Union protection list will be published in Board's website. Complaints regarding the protection list will be rectified later.

  
**DEPUTY CHIEF ENGINEER (HRM-I)**  
**WITH FULL POWERS OF**  
**CHIEF ENGINEER (HRM)**