



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

CIN: U40100KL2011SGC027424

OFFICE OF THE CHIEF PERSONNEL OFFICER PERSONNEL DEPARTMENT

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A B S T R A C T

KSEBL - 'Guidelines for the Online General Transfer of Officers' dated: 22/02/2020 – The changes necessitated with the provisions of Medical protection - Sanctioned - Addendum Orders II issued.

CORPORATE OFFICE (PERSONNEL)

Office Order [D (D, IT & HRM)] No. 1012/2020 [PS1 (A)/3214/GT/Guidelines for Officers]/Addendum II Dated, TVPM: 23/07/2020

- Read: (1) Minutes of the Meeting of the Associations of Officers, convened by KSEBL, on 12-12-2019.
- (2) BO (FTD) No. 120/2020 (PS-I (A)/3214/GT/Guidelines for Officers), TVPM, Dated: 22-02-2020.
- (3) BO (FTD) No. 241/2020 (PS-I (A)/3214/GT/Guidelines for Officers), TVPM, Dated: 27-03-2020.
- (4) Note No.PS 1 (A)/3214/GT/GL for Officers, Addendum II, dated: 25-06-2020 of the Chief Personnel Officer, submitted to the Director (Distribution, IT & HRM).

O R D E R

Kerala State Electricity Board Ltd. [KSEBL] had switched over to the new 'System of Online General Transfer' for its Officers, from 2017 onwards. Detailed procedures formulated vide the BO (FTD) No.2062 (EB 7/General Transfer/Officers/2017) Dated, TVPM, 11-08-2017, for the Transfer & Postings of Officers, were being revised year by year. Accordingly, the Transfer Guidelines for Officers, issued during 2019, has been modified to a greater extent and the revised Guidelines for Online General Transfer of Officers came into existence, vide the Board Order read as 2nd paper above. An Addendum Order was also issued in connection with the above, vide read as 3rd paper above, incorporating certain changes, as proposed by the Functional Committee, constituted for formulating the SRS of Transfer Guidelines for the Officers.

Eligible grounds for providing protection to Officers, from the General Transfer conducted every year by KSEBL, were specified through (a) to (v) of sub clause 10 of the 'Transfer Norms' under Clause II of the Transfer Guidelines for Officers, read as 2nd paper above, along with the Note provided for the same, from (i) to (v).

With reference to the sanctioning of Medical Protection to the Officers, strictly based on their eligibility, Associations of Officers functioning in KSEBL, as well as the Management of KSEBL had jointly decided to include 10 (g) - Spouse/Children of officers suffering from severe

illness - in the Note (ii) provided to sub clause 10 of the 'Transfer Norms' under Clause II. Related portions of the 'Minutes of the Meetings' cited 1st above, are extracted hereunder.

Clause II – Transfer Norms

Sub Clause - 10

Note: -

- (ii) Protection available to severe illness will be restricted to 3% of assigned posts in a Station. The priority in fixing the protection, under these clauses [10 (d), 10 (f) and 10 (g)] will be in the order of Officers, Spouse and then Children.

All corresponding changes proposed in connection with the Sub Clause - 11 (*relating to the terms of references of the District Level Medical Committees*) of the Transfer Norms under Clause II, by the Associations of Officers, were also incorporated in the 'Minutes of the Meetings' as detailed hereunder.

“Eligibility for Medical protection/Disabled protection under clauses 10 (c), (d), (e), (f) & (g) will be decided by a Committee constituted in each district.....
..... The total protection available to differently abled/medical protection cases shall not exceed the limit prescribed in Clause 10 above”

Sub clause – 11 (*relating to the terms of references of the District Level Medical Committees*) of the Revised 'Guidelines for the Online General Transfer of Officers of KSEBL' issued vide read as 2nd paper above, was incorporated with all other Sub clauses of 10, included in the 'Minutes of the Meetings' dated: 12-12-2019, except 10 (g); which created much problems, in connection with the prioritization of the requests submitted for Medical/ Disabled Protection.

In order to settle the issues occurred in connection with the above, it was viewed that the existence of sub clause 10 (e) - *one of the criteria for fixing weightage to the Officers having differently abled children* - need not be retained with the Sub clause - 11 (*relating to the terms of references of the District Level Medical Committees*), as prioritization and sanctioning of the 2% disabled protection to the Officers are being done separately.

Besides, it was held that the sub clause 10 (g) - *one of the criteria for fixing weightage to the Officers, on the grounds of severe illness* - shall be included in the Sub clause - 11 of the Transfer Norms under Clause II, as the 3% protection to the Officers on Medical grounds have to be prioritized by the District Level Medical Committees, engaged for the purpose.

After having examined the Note submitted in this regard, vide read as 4th paper above, the Director (Distribution, Information Technology & Human Resources Management) ordered that the sub clause 10 (e), existing in the Sub clause - 11 of the 'Transfer Norms' under Clause II of the Revised 'Guidelines for Online General Transfer of the Officers of KSEBL' issued vide read as 2nd paper above, shall be replaced with 10 (g), with immediate effect, so as to ensure accuracy as

well as transparency, in connection with the sanctioning of Medical/ Disabled Protection to the Officers, strictly based on their eligibility.

The Board Order read as 2nd paper above, stands modified to the above extent and the same will come into force, with immediate effect.

Orders are issued accordingly.

By order of the Director [Distribution, IT & HRM]

Sd/-

P. G. UNNIKRISHNAN

Secretary (Administration)

To

The Chief Engineer (Human Resources Management),
KSEBL, Vydyuthi Bhavanam, Thiruvananthapuram.

Copy to:

All Chief Engineers / Deputy Chief Engineers / Executive Engineers
The Financial Adviser / The Chief Internal Auditor / The Company Secretary (i/c)
The Legal Adviser & Disciplinary Enquiry Officer / The Chief Vigilance Officer
The Chief Personnel Officer / The Chief Public Relations Officer
TA to Chairman & Managing Director / PA to Director (Finance)
TA to Director (Distribution, Information Technology & Human Resources Management)
TA to Director (Transmission & System Operation)
TA to Director (Corporate Planning & Safety)
TA to Director (Generation-Electrical & System Chain Management)
TA to Director (Generation-Civil) / The Deputy Secretary (Administration)
Sr.CA to the Secretary (Administration)
The Fair Copy Superintendent / Record Section / Library / Stock File.

Forwarded/ By Order:

Sd/-

Senior Superintendent