



## KERALA STATE ELECTRICITY BOARD LTD.

(Incorporated under the Indian Companies Act, 1956)

CIN : U40100KL2011SGC027424

Office of the Chief Engineer (HRM), Vidyuthi Bhavanam, Pattom,  
Thiruvananthapuram, Kerala – 695004.

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**PROCEEDINGS OF THE CHIEF ENGINEER (HRM),**  
**KERALA STATE ELECTRICITY BOARD LIMITED, THIRUVANANTHAPURAM**

Sub:- Estt – Promotion to the cadre of Assistant Engineer (Civil) in the 30 % diploma  
quota - Regularisation of temporary Appointment - Orders issued

**No.EB6 (b)/ Pro/01/2014**

**Dated, Thiruvananthapuram, 25 .9.2021**

- Read: 1. B.O (FB) No.395/2012 (Estt.III/CR- Rules/2006) dated 18.02.2012  
2. Select list order No.EB6 (b)/Pro/01/2014 dated 15.6.2021  
3. Order No. EB6 (b)/ Temp.Prom/SE(C)-AE(C)/ 2018 dated, 10.1.2019 of Chief  
Engineer (HRM)  
4. Order No. EB6 (b)/ Temp.Prom/SE(C)-AE(C)/ 2019 dated, 25.7.2019 of Chief  
Engineer (HRM).  
5. Order No.EB6 (b)/ Pro/01/2014 dated 25.6.2021 of Chief Engineer (HRM)

### **ORDER**

In order to surmount the dearth of personnel in the cadre of Assistant Engineer (Civil) due to the impediment to the promotion, brought about by the 'Seniority Protection Clause', temporary promotions to the post of Assistant Engineer (Civil) had been ordered, vide order read as 3 to 4. These temporary promotions were ordered as provided for in Rule 31 of KS&SSR, without quota rule, from the combined seniority list of Sub Engineers (Civil) of the diploma quota and I.T.I certificate quota..

Temporary promotions granted, vide order read as 3<sup>rd</sup> to 4<sup>th</sup>, to the 33 Sub Engineers (Civil) having diploma qualification were regularized as per the order read as 5<sup>th</sup>. Now three more vacancy has arisen in the cadre of Assistant Engineer (Civil) in the diploma quota. As such, temporary promotions to the post of Assistant Engineer (Civil) granted to the following Sub Engineers (Civil) having diploma qualification as per order, read as 4<sup>th</sup>, are hereby regularized from the date of this order subject to the general conditions listed below and the officers are allowed to continue in their present office.

As per the relevant provisions of Rule 31 of KS&SSR, persons promoted temporarily as Assistant Engineer (Civil), vide order read as 4<sup>th</sup>, shall not be regarded

as probationers in the cadre of Assistant Engineer (Civil) or be entitled by reason only of that temporary promotion to any preferential claims for future promotion to the cadre of Assistant Engineer (Civil) or any higher category in the Board. The said temporary promotions will not confer upon him any right, claim, lien or seniority in the cadre of Assistant Engineer (Civil). Hence, seniority in the cadre of Assistant Engineer (Civil) of the persons mentioned hereunder will take effect from the date of regularization of temporary promotion. Their pay in the cadre of Assistant Engineer (Civil) shall be fixed from the date of regularisation as governed by the relevant provisions of KSR. They will be probationers in the post of Assistant Engineer (Civil) till the successful completion of probation which is one year on duty in a continuous period of two years from the date of regularization in the promoted post.

Sl. No	Emp. Code	Name	DOB	Remarks
1	1 040135	Shajahan M A	2.5.1970	
2	1041511	Anilkumar O S	5.5.1977	
3	1040640	Jayaprakas S	30.5.1970	

Note:-

1. The above promotion and posting is ordered in the exigencies of service and in public interest.
2. The promotion is ordered as per the relevant rule of KS&SSR as adopted by the KSEBL.
3. Provisions of KSR will govern the fixation of pay in respect of the promoted persons.
4. The above promotion is provisional subject to the successful completion of probation of the promotees in the promoted post.
5. The promoted persons will be probationers in the promoted post till the successful completion of probation which is one year on duty in continuous period of two years from the date of regularization in the promoted post.
6. Controlling officer concerned shall ensure the declaration of probation of the promoted persons in the promoted post immediately on successful completion of probation.
7. If the promoted persons fail to report for duty in the promoted post within 15 days from the date of this order, they will be deemed to have not accepted promotion on their own volition which will entail the forfeiture of the promotion now ordered and also the time bound grade promotion in the pay scale of Assistant Engineer and above sanctioned to them and they will not be eligible for the entire monetary benefits arising out of such grade promotion and the same will be recovered from them in lump.

8. If the promoted persons are under suspension their promotion shall not be effected and the fact may be reported
9. If any disciplinary action/vigilance case is pending against them, their regularization to the cadre of Assistant Engineer (Civil) need not be effected.
10. It shall be ensured that there are no adverse remarks barring promotion in the service books of the persons regularized, otherwise the fact should be reported to this office promptly.
11. If probation in the cadre of Sub Engineer (Civil) has not been declared regularization to the cadre of Assistant Engineer (Civil) need not be effected and the details, if any, shall be intimated to this office.
12. The incumbency of the persons regularized in this order is based on the information available in this office and changes along with other discrepancies if any should be forwarded to this office by the controlling officers concerned.
13. Name and date of birth of the promoted persons shall be verified with Service Book and discrepancies if any may be reported to this office.
14. While effecting regularization, Sl. No. and order No. must be noted in the Service Book.
15. The regularized officers shall undergo the prescribed training programme as envisaged in the training policy of KSEBL
16. HRIS package shall be updated before issuing L.P.C.
17. The promoted persons shall compulsorily attend the induction level orientation training for Assistant Engineer (Civil) as provided in the training policy which is a prerequisite for successful completion of probation period.

Sd/-  
CHIEF ENGINEER (HRM)

- Copy to:
1. The Secretary (Administration), KSEBL
  2. T A to the Chairman & Managing Director, KSEBL
  3. P A to the Director (Finance), KSEBL
  4. T A to the Director (Dist, IT & HRM), KSEBL
  5. T A to the Director (Gen- Civil) KSEBL
  6. T A to the Director (Tran & SO) KSEBL
  7. T A to the Director (Gen- Ele, SCM) KSEBL
  8. All Chief Engineers/Deputy Chief Engineers/Executive Engineers
  9. Accounts Officer Pension Sanction/Authorisation
  10. Executive Engineer, HRD Cell.
  11. Stock File

FORWARDED/BY ORDER

  
SENIOR SUPERINTENDENT