



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Companies Act, 1956)

CIN:U40100KL2011SGC027424

**Regd. Office - Vidyuthi Bhavanam, Pattom,
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ABSTRACT

Elevation of sanctioned strength of Office Attendants from 402 to 532 by integrating 130 Electricity Worker posts which align with same scale of pay of Office Attendants II- sanctioned - Orders issued.

CORPORATE OFFICE (PERSONNEL)

BO (FTD) No. 52 /2025 (PSI(B)/ Compassionate Appointment -OA/2024) Dated:
Thiruvananthapuram 05.02.2025

- Read: -
1. Note No.EB7/Petition/KVMS/2024 dated 02.09.2024 of the Chief Engineer (HRM) submitted to the Chairman and Managing Director,KSEBL
 2. Note No DFA/83758 dated 08.09.2024 of the Director (HRM)
 3. Minutes of the meeting conducted by the Chief Engineer(HRM) with the representatives of the recognized trade union held on 09.10.2024.
 4. Note no. PSI(B)/ Compassionate Appointment -OA/2024 dated 27.12.2024 of the Chief Personnel Officer submitted to the Full Time Directors, KSEB Ltd (Agenda No. 2/46/01/25)
 5. Minutes of the meeting of the Full Time Directors held on 13.01.2025 as per resolution no. FTD/02/01/25/46.

ORDER

The Chief Engineer (HRM) submitted the note read as 1st above to the Chairman and Managing Director, KSEB Ltd wherein it was stated that, in KSEB Ltd, applications for compassionate appointments are pending only in the post of Office Attendants, due to lack of sufficient vacancies. The post of Office Attendant is being filled mainly through the compassionate employment scheme for a long time. The inordinate delay in getting compassionate appointment to the post of Office Attendant is causing so much hardships and miseries to the applicants, especially widows and dependents from poor financial background, who have no other source of income. Since most of them are having educational qualification ranging from standard VII to plus two/Pre Degree, they could only be appointed in the post of Office Attendants.

The sanctioned strength of Office Attendants in KSEBL is 402. A significant backlog of compassionate appointment applications (around 130) has accumulated due to Office Attendants consistently working above sanctioned strength. Though a proposal was submitted to the government to shift to 120 shelved places of Meter Readers to the cadre of Office Attendants for effecting compassionate appointment

in the cadre of Office Attendant, the Government has declined the proposal. An alternative approach to generate sufficient vacancies in the post of Office Attendants is to promote senior Office Attendants to Junior Assistant/cashier post, thereby creating vacancies for compassionate appointment applicants.

In KSEB Ltd the recruitment of Junior Assistant/cashier is through two ways, i.e., 80% PSC quota (direct recruitment through KPSC), 10% in service quota (for employees with pay scales below that of Junior Assistant/cashier having SSLC or equivalent qualification on the basis of seniority without suitability test) and 10% in service quota (for employees with pay scales below that of Junior Assistant/cashier having SSLC or equivalent qualification on the basis of seniority with suitability test done by PSC).

Since obtaining pass marks for the suitability test is difficult for Office Attendants, a proposal was submitted to the Board of Directors to obtain candidates in 10% service quota for Office Attendants with SSLC or equivalent qualifications, based on seniority, waiving the suitability test. The Board of Directors, in the meeting held 19.06.2024, resolved to form a three member committee chaired by the Director (Finance & HRM), to review the above proposal. However the Government is yet to nominate its representative in the committee. Since compassionate employment scheme is a social commitment aiming to provide strength and support to the bereaved families of employees who die in harness, the applications for compassionate appointment cannot be kept pending indefinitely for want of sufficient vacancies.

In the light of the above challenges, the Chief Personnel Officer was entrusted with the responsibility of identifying suitable posts for compassionate appointment applicants. This endeavor involved consultations with representatives of the Recognized Trade Union.

A meeting in this regard was convened by the Chief Engineer (HRM) on 10.09.2024 yielded consensus for a collective proposal. The suggestion entails accommodating eligible compassionate appointment applicants within enhanced sanctioned strength of Office Attendants increased from 402 to 550. The enhancement may be facilitated by integrating 148 Full Time Sweeper post, which has equivalence pay scale of Office Attendants. The proposed expansion of the sanctioned strength of Office Attendants from 402 to 550, to be ensured within the overall sanctioned strength of employees and officers approved by the State Regulatory commission. Moreover for the previous years, several new offices were formed and the requirement of Office Attendants are increasing.

Upon submission of the proposal, as per the direction of Chairman and Managing Director, KSEB Ltd the matter was placed before the meeting of Full Time Director as per note read as 4th above.

The Full Time Directors discussed the matter and passed the following resolutions.

- (a). Resolved to convert 130 posts of Electricity Workers who carry the same scale of pay and benefits, to Office Attendants to accommodate the compassionate appointment applicants, by lowering the strength of Electricity Workers by 130 and increasing the strength of Office Attendants from 402 to 532 and to place the matter before Director Board for ratification.
- (b). Further resolved that the procedure to streamline appointments shall be prepared by a committee headed by Director (HRM) and with Director (GE) and Director (Finance) as members.
- (c). Further resolved that the procedure streamlined by the committee shall be placed before the Full Time Directors after due consultation with recognized Trade Unions.

Orders are issued accordingly.

By Order of the Full Time Directors

**Sd/-
Lekha. G
Company Secretary in-charge**

To

1. The Chief Engineer (HRM), KSEBL.
2. The Chief Personnel Officer, KSEBL.

Copy to:-

All Chief Engineers/The Company Secretary /Financial Adviser/Chief Internal Auditor/The LA & DEO/ The Chief Vigilance Officer/ All Deputy Chief Engineers/The TA to Chairman & Managing Director/The TA to Director (HRM, Sports, Welfare, Safety and Quality Assurance)/The TA to Director (Distribution & SCM)/The TA to Director (Gen- Electrical, REES, SOURA)/The TA to Director (Transmission & System Operation Full additional charge)/The PA to Director (Finance)/All Executive Engineers/The Deputy Secretary (Admn) The Chief Public Relations Officer/All Regional Audit Officers/CA to Secretary (Admn)/ The Fair Copy Superintendent/ Records Section/Stock file.

Forwarded/By order


Senior Superintendent