

KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Indian Companies Act, 1956)

Registered Office : Vidyuthi Bhavanam, Pattom, Thiruvananthapuram

ABSTRACT

Filling up of vacancies of Junior Assistant/Cashier under 20% in-service quota - orders issued.

CORPORATE OFFICE (ADMINISTRATION)

BO(CMD) No. 2696 /2014 (Estt.II.4406/2014) Dated, Thiruvananthapuram 18..10.2014

- Read: (1) Note No. EB3/Cashier/v.R (4)/2014, dated 24.04.2014 of Chief Engineer (HRM).
(2) Note No. EB3/Cashier/v.R (4)/2014, dated 19.06.2014 of Chief Engineer (HRM).
(3) Note No. Estt.II/7315/2013, dated 29.05.2014 submitted to the Full Time Directors Meeting
(4) G.O (P) No.1/2014/P& ARD (Rules), dated 03.01.2014.
(5) BO(CMD) No. 1818/2014(Estt.II/4406/2014), dated 2.7.2014.

ORDER

The Chief Engineer (HRM) vide note read 1st above had sought sanction to report 125 vacancies under 20% inservice quota to the Kerala Public Service Commission in addition to the 65 vacancies already reported for conducting suitability test. On examining the file the Chairman & Managing Director observed that fatal electrical accidents to employees are in the rise due to several reasons and applications of the dependents of deceased employees for compassionate employment have increased considerably. Since majority of the dependants are widows having qualification of SSLC they could be given appointment as Office Attendants only. On humanitarian grounds such dependants were being appointed as Office Attendants in excess of sanctioned strength resulting in a surplus of 111 Office Attendants. Hence further appointments under Compassionate Employment Scheme could not be done to the post of Office Attendant due to want of vacancies. The Chairman & Managing Director therefore directed to examine the possibility of promoting the qualified Office Attendants as Cashiers thus enabling appointment of dependants in the resultant vacancies of Office Attendant.

The Chief Engineer (HRM) in the note read 2nd above has reported that 513 persons are working as Office Attendants against the sanctioned strength of 402 and that 40 applications of dependants are pending for appointment as Office Attendants under Compassionate Employment Scheme. It was also reported that 289 Office Attendants are now eligible for transfer appointment under the 20% quota out of which 173 Office Attendants are now engaged as Cashier trainees/provisional cashiers. It was further reported that the number of Office Attendants transfer appointed as Junior Assistant/Cashier under the 20% quota till now comes to only 21 whereas the number

of employees from other categories appointed as Junior Assistant/Cashier under 20% quota comes to 249.

It was under this circumstance, the trade unions functioning in the Board viz. KSEB Workers Association (CITU), Kerala Electricity Employees Confederation (INTUC), Kerala Electricity Workers Federation (AITUC), and KSEB Employees Organization (STU) have requested to transfer appoint last grade employees as Junior Assistant/Cashier under the 20% quota without insisting suitability test in the light of the Government Order read 4th above.

In consideration of the matter in detail the Board decided to fill up the 125 vacancies of Cashiers under 20% quota by provisionally promoting 125 Office Attendants according to their seniority subject to the approval of Government in the matter of adoption of Government Order dated 3.1.2014. It was also decided to fill the 65 vacancies already reported to Kerala Public Service Commission by promotion with the permission of Kerala Public Service Commission. Accordingly B.O (CMD) No. 1818/2014 (Estt.II/4406/2014), dated 2.7.2014 was issued.

Now in the light of the Government decision communicated vide letter dated 7.10.2014 the Board has examined the matter once again in detail and observed as follows :

- 20% of cadre strength of JA / Cashier is being filled up by transfer appointment from lower grade employees, based on the Suitability Test conducted by Kerala Public Service Commission.
- The cadre strength of JA / Cashier under 20% inservice quota is 241.
- 51 persons are now working as JA / Cashier under 20% quota and 190 posts are lying vacant.
- As per the Government Order dated 3.1.2014 the Board can fill up 10% posts of JA / Cashier without insisting for Suitability Test by Kerala Public Service Commission (ie., 120 post can be filled up as above).
- After filling up 10% posts as above, there will be 121 posts in the remaining 10%, out of which 51 persons are now working as JA / Cashier. In effect only 70 posts are lying vacant in the remaining 10%.
- In order to maintain the existing 20% quota the Kerala Public Service Commission has to be requested to exempt Suitability Test for filling up the remaining 10% also.(10% already exempted vide G.O. dated 3.1.2014)
- There is severe shortage of Cashiers in the field and Office Attendants are surplus. Further the appointments made under Compassionate Employment Scheme to the post of Office Attendants have substantially increased

resulting in shortage of vacancy of Office Attendant to accommodate such deserving cases.

Having considered all the matters in detail the following orders are issued for implementation forthwith.

1. 10% of the cadre strength of Junior Assistant / Cashier (ie., 120 posts) may be filled up by promoting eligible Office Attendants based on their seniority in the cadre of Office Attendant and posted as Cashiers on regular basis.
2. 70 vacancies available in the remaining 10% will be filled up by provisionally promoting employees belonging to all categories below the cadre of Junior Assistant / Cashier. While preparing this seniority list, categories other than Office Attendants may be considered first and for the balance vacancies if any, Office Attendants may be considered.
3. The matter of waiving Suitability Test for 10% vacancy as in para 2 above may be taken up with the Kerala Public Service Commission and the 70 provisional promotees will be regularized as and when reply from Kerala Public Service Commission is received and the Government takes a final decision in the matter.
4. The promotions mentioned above may be effected expeditiously and the promotees posted against the vacant places of Cashiers within a week positively.
5. All the promotees may invariably be posted as Cashiers and under no circumstance promotees shall be posted as Junior Assistant.

By Order of the Chairman & Managing Director,

Sd/-

**M.SHAHUL HAMEED,
SECRETARY (ADMINISTRATION)**

To

The Chief Engineer (Human Resources Management).

Copy to

The Financial Advisor / The Chief Internal Auditor
The Deputy Chief Engineer (IT),
TA to the Chairman & Managing Director / the Director (Distn. & Gen- Ele.),
the Director (Trans & Sys. Operation), the Director (Gen-civil)
PA to the Director (Fin) / Senior CE to the Secretary (Administration) ,
Fair Copy Superintendent, O/o the Secretary.

Forwarded / by Order


Senior Superintendent