

# **KERALA STATE ELECTRICITY BOARD LIMITED**

(Incorporated under the Indian Companies Act, 1956)

## **PROCEEDINGS**

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

Sub:- Temporary engagement of qualified workmen as Sub Engineer Trainee against the vacancies identified in the 30% (P.S.C. open quota) and 10% (P.S.C. in-service quota) of Sub Engineer (Ele.) – Sanctioned – Orders issued.

**No.EB.2/SE(Ele.) Trainee/2014.**

**Dated, Thiruvananthapuram, 20.02.2014.**

Read:- (1) Note No.EB.2/SE(E)/TP/2014 dated 03.02.2014 to the TA to the Chairman & Managing Director, Kerala State Electricity Board Limited.  
(2) Note No.EB.2/SE(E)/Gnl/2013 dated 01.01.2014 to the TA to the Chairman & Managing Director, Kerala State Electricity Board Limited.  
(3) Note No.EB.2/SE(E)/Trainee/2013 dated 24.10.2013 submitted to the Chairman, KSE Board.  
(4) B.O. (CMD) No.380/2014 (LAS.II/3984/2011) dated 14.02.2014.  
(5) Order dated 12.10.2011 of the Hon'ble High Court of Kerala in IA. No.12926/2011 in WP (C) No.12432/2011(D).

## **ORDER**

The appointment by transfer under 10% quota and appointment under 30% quota from open market in the cadre of Sub Engineer (Ele.) are to be made through P.S.C. Though the vacancies were reported to K.P.S.C., the candidates are yet to be advised. Since the selection process by P.S.C is yet to be finalized, the chance of getting candidates shortly is very remote. The process of appointment by promotion under 20% from among Overseer having I.T.I is stayed by the Hon'ble High Court of Kerala.

The shortage of Sub Engineer (Ele.) especially in northern parts of Kerala is badly affecting the day-to-day affairs and put Kerala State Electricity Board Limited in an awkward situation among public. The works targeted in distribution wing, routine maintenance works to lines and installation are to be carried out under the supervision of Sub Engineer (Ele.). Due to the shortage of Sub Engineers (Ele.), KSE Board Limited cannot achieve the target of works proposed by the Government and Kerala State Electricity Board Limited. Many complaints are being received from public and people's representatives regarding the poor maintenance and delay in implementation of various development works. As such these places could not be kept vacant any more. The matter was brought to the notice of the higher level. After examining the case, the Chairman and Managing Director, Kerala State Electricity Board Limited has directed to issue an order for engaging workmen from among qualified hands below the category of Sub Engineer (Ele.) as Sub Engineer (Ele.) Trainee. In pursuance of the direction of the Chairman, it is decided to engage the following qualified workmen having prescribed qualification as Sub Engineer (Ele.) Trainee on adhoc basis for a period of one year from the date of this order till regular hands report for duty or as and when Board deems if necessary to terminate the temporary engagement on any other grounds whichever is earlier. The list is appended herewith. Only those workmen of and below the category of Sub Engineer (Ele.) having diploma qualification with three years service (Annexure-I) and Overseers having I.T.I. with five years service as Overseer (Annexure-II) are included in the list. The engagement of workmen as Sub Engineer (Ele.) Trainees are subject to the following conditions:

1. The selection and engagement of candidates as Sub Engineer (Electrical) Trainees in this list does not confer them any right to claim promotion to the cadre of Sub Engineer (Electrical) by virtue of this engagement.
2. The Sub Engineer (Ele.) Trainees are not eligible to claim fixation of pay in the cadre of Sub Engineer (Ele.).
3. The engagement as Sub Engineer (Electrical) Trainee is purely on temporary basis as an ad hoc arrangement for a period of one year from the date of the order or till regular hands report for duty or otherwise as and when Board deems it necessary to terminate the temporary engagement on other grounds which ever is earlier.

4. The engagement of trainees will not confer them any right, claim or lien in the matter of seniority in the cadre of Sub Engineer (Electrical) and the said service will not be considered for any other service benefits, except for which he is eligible but for this temporary engagement.
5. The selected candidates shall furnish their written **declaration** to accept the temporary engagement to their controlling officers before relieving from the present post in the prescribed format. The controlling officers shall ensure to relieve the selected candidates only after obtaining their signed declaration and after entering the fact in their Service Book. The list of such candidates along with the copy of declaration obtained shall be forwarded to the office of Chief Engineer (HRM).
6. The candidates selected for engagement as Sub Engineer (Electrical) Trainees are liable to be posted back to their original cadre at any time as and when decided by the Board.
7. The list appended is intended to select only the candidates having the qualification of diploma in Electrical Engineering, Electronics, Electronics and Communication (Annexure-I) and certificate of I.T.I in the trade of Electrician, Electronics and Wireman (Annexure-II). If any of candidates included in the list belongs other trade, he/she shall not be relieved.
8. The candidates selected for engagement as Sub Engineer (Electrical) trainees shall undergo 2 weeks training in the Training Centre concerned.
9. The candidates engaged as Sub Engineer (Electrical) Trainees shall be paid an amount equal to twice the increment last drawn in their present scale of pay as special allowance in addition to the pay and allowances she/he is now drawing, during the period of their engagement as Sub Engineer (Electrical) Trainees.
10. The selected candidates, who are willing to accept the said engagement shall be relieved and directed to report the officer concerned on or before 03.03.2014.
11. If the regular hands are appointed in any quota through P.S.C or by promotion, appropriate number of Sub Engineer (Ele.) Trainee from the respective quota will be disengaged and posted to their original cadre.
12. The petitioners included as Sl. Nos. 37, 38, 41, 51, 52, 55, 58, 62, 68, 71, 81, 85, 86, 88, 89, 90, 93, 106, 108, 109, 112, 138, 140, 142 in Annexure-I of this order as per the B.O. (CMD) No.380/2014 (LAS.II/3984/2011) dated 14.02.2014 in view of the direction of the Hon'ble High Court of Kerala in IA. No.12926/2011 in WP (C) No.12432/2011(D) and they will be continued as Sub Engineer (Ele.) Trainee till PSC hands under 10% quota joins duty.

**Sd/-**  
**VALSAKUMARI. K,**  
**CHIEF ENGINEER (HRM).**

**Copy to:-**

All Chief Engineers, Deputy Chief Engineers and Executive Engineers.  
The Financial Adviser/The Chief Internal Auditor.  
The Legal Adviser and Disciplinary Enquiry Officer.  
The Chief Vigilance Officer.  
The Director (IT)/The Resident Audit Officer.  
The Public Relations Officer/The Chief Personnel Officer.  
The TA to CMD/ Director(D&GE)/ Director(T&SO)/ Director(GC)  
The PA to Director(Finance)/ Secretary(Admn)  
The Legal Liaison Officer, Kerala State Electricity Board Limited, Kochi.  
The Fair Copy Superintendent.  
Stock File.

**DECLARATION**

I, . . . . . working  
as . . . . .  
. . . . . (Designation & Office) accept the temporary engagement as Sub Engineer  
(Electrical) Trainee as per the terms and conditions laid down in the order  
No.EB.2/SE(Ele.) Trainee/2014 dated, Tvpm, 20.02.2014.

Place:  
Date:

(Signature)  
(Name & Designation)

**Counter Signature of Controlling Officer**