

To

The Chairman & Managing Director
KSEB L

We are submitting herewith the boothwise (Geographical area of Electrical Divisions), district wise and state wise Sanctioned Strength, Working Strength and Required Strength of workmen.

This list prepared on the basis of voters list published in the referendum, which include the details of all workmen now working in KSEBL. This statement is 99.99% correct since there was no complaint in the process of referendum. It is tallied with HRI,s, the minor difference is due to the non inclusion of leave without allowance for employment abroad, death in the HRI,s etc. The voters list excluded all such items.

The sanctioned strength is prepared on the basis of various Board orders. A separate list for the sanctioned and required places for the proper functioning is also annexed herewith (added the places in the newly created offices).

Vacancies in various categories of workmen can be filled by effecting the promotion in various steps and thus resulting the appointment of Electricity Workers in various districts. One of the major polices of the UDF Government is providing employment opportunities. The post of Electricity worker in KSEB is for the members in the society from average sections. By giving job to them is the policy of the Government. There is no possibility of getting job through campus interview for these candidates. Kerala Public Service commission published rank list in various districts. In order to effect the appointments in the cadre of Electricity Worker, the promotions in various categories shall be effected and the vacancies in the newly formed sections has to be sanctioned. During the time of the LDF Government (2009) it was ordered that the vacancies in the new sections has to be filled by deploying employees from the parent section. But in 2012, the UDF Government sanctioned the places of Electricity Worker, Lineman, Overseer for the 52 sections and hence resulted the appointment of 1200 workers and thousands of promotion. But the places of Sub Engineer, Cashier, Senior Assistant, Senior Superintendent and Assistant Engineer were not sanctioned. Now the above places as well as the all vacancies in another newly created 30 sections has to be sanctioned. By sanctioning the above vacancies and effecting the promotions in the present vacancies, appointment of 1443 electricity workers can be effected.

The model section implemented in the year 2009 and after that many section, division, circle offices started functioning in KSEB but the places for the above were not sanctioned till 2012. In 2012 orders sanctioning the vacancies of Electricity Worker, Lineman, Overseer in 52 sections were issued by the Government. After the functioning of the above 52 sections another 30 sections opened and sanction for these sections were not obtained

Regarding obtaining the Government sanction for the newly created posts the following facts may be perused.

Before restructuring (2002), the sanctioned place of worker in each electrical section was 12 and after the restructuring process it was reduced to 6 in each electrical section. There were 560 sections in 2002 and hence the sanctioned place of worker $560 \times 12 = 6720$, and in 2012 Government was given sanction for 312 places of worker (52×6) and hence the total sanctioned strength of electricity worker is 7032 ($6720 + 312$.) The present working strength of electricity worker is 5278 which is less than 7032. Hence there is no need for obtaining the sanction from Government because there is already sanction for 1754 ($7032 - 5278$) vacancies.

The details of workmen working in KSEB Ltd is annexed separately. The list is prepared on the basis of voters list published by the Board in connection with the referendum... There was no complaint from the employees regarding the voters list and hence it is a complete document of workmen in KSEB. Based on this list we have prepared a list of workmen in various categories. This list reveals the entire number of workmen working in each category.

Also annexed a statement which clearly exhibits the sanctioned places as per the Board orders and the required places as per the newly created sections and substations in each category with the supporting of necessary Board orders. In the Distribution wing the number of sanctioned places in the executive staff is as per the order of the Model section and subsequent orders. The sanctioned place of ministerial staff in the distribution wing is as per the restructuring order 2002. The sanctioned strength of Transmission wing was also fixed by the order. For the Generation wing no such orders issued and the present working strength is treated as the sanctioned strength.

In the annexed list, the working strength of Sub Engineer includes both civil and electrical. The working strength of sub engineer (electrical) is 2457 ($2876 + 46 - 465$) and that of the civil wing is...465

Note: As per the schedule, total Sub Engineer is 2786 which includes both electrical and civil. Also another 46 no's of SE (civil) included in the item "others". Hence total of Sub Engineer civil and electrical is $2786 + 46 = 2922$, out of this 465 are Sub Engineer (civil). Hence the working strength of Sub engineer Electrical is 2457

Promotions may be effected as per the details below

Sub Engineer to Assistant Engineer

The dispute before the court may settled at the earliest and the promotions in the entire vacancy may filled and hence it leads to raise many vacancies in Sub Engineer and hence all other disputes in the different quotas could be settled

Senior Assistant to Senior Superintendent: There are 153 places are shelved and also Senior Superintendent places in many section offices are vacant. The filling up of the above vacancies are necessary for the proper management.

Overseer to sub Engineer:

10 % quota may be filled by promoting in service candidates by avoiding the PSC test. The matter may be taken up with PSC. The vacancies in the dispute (34) can be separated.

For the 20% quota, the dispute before the court may be settled

Meter Reader to Sub Engineer

40% of the meter reader to Sub engineer can be effected if the entire required vacancies are sanctioned. Also the government order accepting the conditions in the settlement 2000 may be effected. If the vacancies in the entire sections are sanctioned, PSC Meter readers and Lineman Meter could promoted. Separate proposal in this regard will be submitted later

Lineman to Overseer

There will be 385 places before sanctioning the vacancies in the newly created sections and -680--vacancies after sanctioning the newly created sections and substations. The vacancies in the newly created sections and substations can be sanctioned by the Board.

Worker to Lineman

There are 655 (270 open vacancies and 385 vacancies arising due to promotion as overseer) before sanctioning the vacancies in the newly created sections and - 1310 (630 open vacancies and 680 arising due to promotion as overseer) -vacancies after sanctioning the newly created sections. The vacancies in the newly created section can be sanctioned by the Board since there is sanction for 7032 from the Government whereas only 5189...are working.

Appointment of Worker

A total 646 (655-9) as per the existing sanction could be reported to PSC

OR

A total of 1529 numbers (219+630+680) as per the requirement by sanctioning the newly created sections and sub stations may be reported to PSC in different districts. The district wise details will be submitted later.

Cashier/JFCA to Senior Assistant:

The sanctioned places of SA are 3084 and the present working strength is only 2724..., hence 360....numbers may be promoted

Appointment of Cashier

Financial Management is the bone of any industrial/financial or financial/Governmental firm. Permanent cashiers are inevitable for proper cash collection. There is a bad talk that Board is thinking about non appointment of Cashiers and hence the promotion of Cashiers to SA promotion. It is against the policies of Board, Government and public. If anybody raised this utopian decision, means they will have some hidden agenda. There are 747 sections in KSEBL but only 825 cashiers are working.. Also due to the implementation of ORUMA-NET, the cashiers are suffering a lot. The cashiers are working manually and at the same

time by using computer. Permanent cashiers are necessary. Cashiers cannot be appointed on HR basis. If Board goes in detail through the Finance and Annual Accounts during the period 1989-1992, the same could be understood. During this period majority of cashiers working in KSEB were from employment exchange. Board could not save anything by limiting the number of cashiers. Implementation of PDA is a system change and hence it shall be done only after discussion. It is known to everybody that at least two cashiers should be posted in each section since there is two shifts. Hence the total number of cashiers required is 1494 ((747x2). Hence the requirement is 669 (1494-825) no's and hence the balance in the 80%, 599 (669-70) may please be reported to PSC.

OA to Cashier

There are 70 open vacancies, the same may please be effected

Overseer (civil) o SE: There is no dispute in effecting this promotion. The same may be effected at the earliest.

Driver (in service quota promotion) may please be effected

DETAILED STATEMENT

	Ele. Worker	Lineman	Overseer	Sub Engineer	
Sanctioned	5180	9175	5538	3237	Schedule - 1
Working	5189	8905	5153	2876	Schedule - 2
Required	5408	9449	5833	3447	Schedule - 3

Note: As per the schedule, total Sub Engineer is 2786 which includes both electrical and civil. Also another 46 nos of SE (civil) included in the item "others". Hence total of Sub Engineer civil and electrical is 2786+46=2922, out of this 465 are Sub Engineer (civil). Hence the working strength of Sub engineer Electrical is 2457

Details of promotions as per the existing sanction: Open vacancies in each category

ELECTRICITY WORKER 5180-5189= (-)9
 LINEMAN 9175-8905=270
 OVERSEER 5538-5153=385
 SUB ENGINEER 3237-2457=780
 The vacancies of Sub Engineer includes 30% PSC Quota

According to the existing vacancies and sanction, the above number of promotions can be effected. But the promotions of Overseer to Sub Engineer (20%) is pending due to WP and the promotion under 10% quota is also not in a position to effect immediately. The 10% by transfer promotion may be effected by seniority and this clause may be effected in the settlement.

Promotions as per the required places (By sanctioning all the vacancies in the newly created sections and substations and other offices)

In 2012 all the vacancies in the 60 electrical sections were sanctioned by the Government and promotions effected and subsequent to this, vacancies in the Electricity Worker category filled. It is the policy of the UDF Government to provide employment opportunities and hence to fill all the vacancies.

	Ele. Worker	Lineman	Overseer	Sub Engineer	
Working	5189	8905	5153	2876	
Required	5408	9535	5833	3447	

Details of promotions and appointment could be effected as per the required strength

Promotions as per the required places (By sanctioning all the vacancies in the newly created sections and substations and other offices)

Promotions

ELECTRICITY WORKER	5408-5189=219
LINEMAN	9535-8905=630
OVERSEER	5833-5153=680
SUB ENGINEER	3447-2457=990

According to the existing vacancies as per requirement and sanction, the above number of promotions can be effected. But the promotions of Overseer to Sub Engineer (20%) is pending due to WP and the promotion under 10% quota is also not in a position to effect immediately. The 10% by transfer promotion may be effected by seniority and this clause may be effected in the settlement. As a result of the above 1529 (219+630+680) vacancies of Electricity Workers can be reported to PSC.

In 2012 all the vacancies in the 52 electrical sections were sanctioned by the Government and promotions effected and subsequent to this, vacancies in the Electricity Worker category filled.

As per the above calculation, the places arising due to the promotion of Sub Engineer to Assistant Engineer and Overseer to Sub Engineer are not counted since there is dispute (before High Court). The issues will be settled at the earliest. Then the vacancies of Electricity Worker arising (990) or 780 (vacancies due to promotion "Overseer to Sub Engineer") and 810 vacancies due to the proposed 30 sections (30x6+30x12+30x6+30x3) can be reserved for contract workers.

Also we are submitting herewith a separate schedule of Sanction Strength, Working Strength and Required Strength as per new Electrical Sections & Sub Stations (130 Pages)



Sibykutty Francis
General Secretary