

KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Indian Companies Act - 1956)

Registered Office: Vydyuthi Bhavanam, Pattom

Thiruvananthapuram - 695 004

ABSTRACT

Continuation of existing work norms of Meter Readers and Senior Assistants - Sanctioned - Orders issued.

CORPORATE OFFICE (SBU-D)

B.O. (FTD) No. 35 /2015[D (D&S)/D6/work norm -MR-SA/2220/2014]

Thiruvananthapuram, Dated: 08.01.2015

Read: 1.B.O.(FTD)No.1543/2014[D(D&GE)/D5/Uniformrate/GI-158/2013-14]
TVM dtd 31.05.14

2.Representations received from various Trade unions

3.FTD Note No. D (D&S)/D6/work norm-MR-SA/2220/2014 dated 26.12.14

ORDER

Kerala State Electricity Board, in the B.O. vide ref. 1 cited above, for fixing the rate of meter reading, billing and DB works on contract, also had highlighted the need for ascertaining / revising the existing work norms of Permanent Meter readers, Senior Assistants and Cashiers.

It was ordered that the norm of Billing/ Senior Assistant shall be fixed as 5000 consumers/ month for calculating the number of bills that can be given for contract works. The No. of Senior Assistants required / section shall be refixed based on the above norm in discussions with trade unions. Deputy Chief Engineers of Electrical circles were directed to insist the above guidelines. It was also authorised personnel Department to finalise the work norm, incentive scheme, staff fixation etc of Departmental Meter Readers and Senior Assistants after discussion with the trade unions.

Various representations were received from Trade Unions in this regard. According to them, the above referred order was a violation of the existing Long Term Settlement. It was also said that the work norm in KSEB was fixed only with the discussion of Trade Unions.

As per the Long Term Settlement 2000, the norm of Meter Readers and Senior Assistants were fixed. In the Long Term Settlement 2007, it was again said that norms as per the earlier settlement will be reviewed within six months after discussion with trade unions. In the Long Term Settlement 2011, the norm of Meter Reader alone was discussed, and agreed to continue as such and will be reviewed after discussion with Trade Unions on introduction of new technology. But it was also said that the incentive allowances will be discontinued since number based work norm is replaced by time related nature of duty.

Since Computerisation, RAPDRP Part A activities and 'Orumanet' billing software are being implemented, the quantum of works in the Distribution section office will be reduced to a great extent and the work norms /staff

structure etc are to be refixed through the forthcoming Long Term Settlement or through negotiation with the Trade unions which will be time consuming. Hence to avoid the issue pointed on by the Trade unions it would be better to continue the existing worknorms and till a new settlement is reached.

Having considered the matter, vide reference (3) above in detail, the FTD meeting held on 06.01.2015 accorded sanction:

1. to continue the existing worknorms of dept. Meter Readers and Senior Assistants till further orders..
2. to apply the decisions taken in the B.O.(FTD) No.1543/2014 (D(D&GE)/D5/Uniform rate/GI-158/2013-14) TVM, dtd 31.05.2014 only to the Meter Readers and Senior Assistants engaged for such works on contract basis until a new settlement is reached.

By Order of the Full Time Directors

Sd/-

C.Nakulan

**Deputy Secretary(Administration)
In-charge of Secretary (Administration)**

To:

The Chief Engineer, Distribution (South/Central/North).
The Deputy Chief Engineer, All Electrical Circles
The Executive Engineer, All Electrical Divisions

Copy to:

1. The Chief Engineer (HRM/ IT)
2. The Financial Adviser/The Chief Internal Auditor
3. The Chief Public Relations and SPIO
4. The TA to Chairman and Managing Director
5. The TA to Director (Distribution & Safety/ Transmission & System Operation/ Supply Chain Management & Generation -Ele./ Renewable Energy and Planning/ Generation-Civil)
6. The PA to Director (Finance)/Secretary (Admin.)
7. Library/Stock File

Forwarded/By Order



Assistant Executive Engineer